

Retirement Questions

We understand that for individuals contemplating retirement in the next few months, there are some unresolved questions, given the change in work year for many districts. The OPC cannot provide financial or retirement advice to Members. For such advice, we suggest that you contact your school board and OTPP directly to discuss your planned retirement date. You may also wish to reach out to your financial advisor.

To assist in your discussions with these advisors, we are able to provide you with the attached factual information to inform your deliberations.

Some of our T&C Agreements have provisions around specific retirement dates. It is our position that Members working in school boards that don't have those provisions can select their retirement date based on their own personal needs; however, we recommend that you contact the pension board and seek its advice and confirm it in writing.

Selecting a Retirement Date

Q1. Should I retire June 30 or August 31?

A1. It depends. The answer to this question depends on your personal situation and the terms conditions that are specific to your board. There is no single answer to this question that is applicable to every principal and vice-principal in Ontario. Before making this decision, you may wish to contact the pension board, your financial advisor and/or your school board. The Q and A that follows may provide you with some of the information you need.

Retiring June 30, 2025

Q2. Will I receive a full year of pension credit if I retire on June 30, 2025?

A2. Yes.

Q3. Will I receive my summer pay?

A3. Yes, you will receive two months' pay on June 30 if you have been a 10-month employee, or for 12-month employees, you will receive your summer pay subject to the board's regular summer pay process. You will receive this pay even if you are not retiring this year.

Q4. Will I be expected to work during the summer months, such as closing or opening the school or performing other work that constitutes past practice in the sector?

A4. No. If you retire on June 30, you are no longer considered a school board employee after that date and would not be expected to work, nor be compelled to work after June 30. The employer assumes responsibility for ensuring the school is secured and maintained throughout the summer.

Retiring August 31, 2025

Q5. Will I receive a full year of pension credit if I retire on August 31, 2025?

A5. Yes.

Q6. Will I receive my summer pay?

A6. Yes, you will receive two months' pay on June 30 if you have been a 10-month employee, or for 12-month employees, you will receive your summer pay subject to the board's regular summer pay process. You will receive this pay even if you are not retiring this year.

Q7. If I retire on August 31, will I get paid for July and August?

A7. If you have been a 10-month employee prior to the current (2023) Provincial Agreement, you get paid for July and August. If you have been a 12-month employee, you will follow past practice.

Q8. If I retire on August 31, will I be expected to work during the summer months, such as closing or opening the school or performing other work that constitutes past practice in the sector?

A8. Yes. Where a Member chooses to retire on August 31, they should expect to work until the end of August, and possibly at other times during the summer to meet system needs.

Q9. As a 10-month employee, will I have to repay the summer salary (not summer pay) if I do not work in September?

A9. There is no provision in the Provincial Agreement addressing a claw back of wages, and currently the Trustee Associations have indicated there is no intention to claw back wages.

Q10. My board is advising me to choose a particular retirement date. What should I do?

A10. You have the right to choose your own retirement date. We recommend that you seek written guidance from the pension board as part of your decision-making process. Consult your Local Terms and Conditions Agreement for relevant provisions around

retirement and consult with your board. If you continue to have questions or concerns, please call the PST for advice.

Looking Ahead: 2026 or Later Retirements

Q11. How do I ensure that I receive a full year of pension credit in my final year?

A11. The pension board has indicated that a full year of pension credit may not be available to those who retire prior to August 31, 2026. This interpretation is concerning to us. The Crown and Trustee associations share our concerns, and the Crown is following up with the OTPP to resolve this issue. We have stressed the importance of resolving this issue so that Members considering retirement in 2026 will have clarity on their pension entitlements. We will update you as soon as more information becomes available.

Definitions:

- *Summer Pay* refers to the earned pay of 10-month employees that has been held in reserve to be paid out over the summer.
- *Summer Salary* refers to pay earned for work (including breaks) over the months of July and August.
- *10-month employee* refers to those whose employment terms are from September-June 30. The last 10-month employees began their term in September 2024. Effective July 1, 2025, all employees are 12-month employees.
- *12-month employee* refers to those whose employment terms have traditionally been 12 months in length, usually from September 1 to August 31.

