

Guiding Principles—The 50-Day Rule

The current discussion around amending the OTPPP's 50-day rule is about more than a single regulation; it is a critical moment to define what a sustainable, respected teaching profession looks like in Ontario. Our position is guided by the following core principles.

1. The foundation is security, not short-term staffing

The Ontario Teachers' Pension Plan exists for one primary reason: to provide a secure, stable retirement for educators. It is not a tool for the government to manage labour shortages. Using the pension plan as a staffing lever risks its long-term integrity and sets a dangerous precedent for all members, undermining the foundational promise of retirement security.

2. Clarifying the Choice: A Threshold, not a ban

The 50-day provision is often mischaracterized. It is not a ban on work but an **earnings threshold** that defines the line between being retired and being re-employed. Retired teachers always have the freedom to work beyond 50 days; the rule simply requires a temporary pause in pension collection. This protects the plan by maintaining a clear definition of retirement.

3. Addressing the real crisis, not the symptom

Reliance on retired educators is a band-aid solution that actively prevents addressing the root causes of the staffing crisis. It disincentivizes the necessary work to improve working conditions, compensation, and support that would keep teachers in the classroom and attract the over **40,000 fully qualified teachers** not currently employed by a board. We must focus on retention, not temporary re-employment.

4. Prioritizing the existing talent pool

Before considering pension changes to tap into one group, the focus must be on why thousands of new graduates and certified professionals are not being hired into permanent roles. The government's attention on this amendment distracts from the core issue of fully utilizing the deep and available pool of certified talent already available.

5. Temporary deal for sustainable solutions

A temporary amendment was agreed to during the pandemic on the condition that the government partner on developing permanent solutions through the Teacher Supply and Demand Action Table. That work is complete. The path forward is clear: implement the sustainable, evidence-informed recommendations that were co-developed, rather than reverting to short-term fixes that have already proven ineffective.

6. Advocating for the entire profession

Our responsibility is to the long-term health of the entire profession—active, occasional, and retired teachers. Supporting another stopgap amendment might offer immediate relief to a few but ultimately fails the vast majority by allowing systemic failures to persist. We are choosing to advocate for a solution that strengthens the profession for everyone.

The way forward:

This is a pivotal moment to champion systemic change. The conversation must shift from a narrow focus on a pension rule to a broader commitment to implementing the real, lasting solutions that will ensure every student has access to a qualified, supported teacher in a stable classroom.