

## Work-Time Flex Plans

During the final five years of their teaching career, members have the ability to enter into a Work-Time Flex Plan which allows them to alter their working year while continuing to contribute fully to the Teachers' Pension Plan. Some common options include:

- Working fewer days per week (typically only in K-8 settings)
- Taking periods of time off within a school year
- Working partial days (eg. work mornings with afternoons off)
- Work one term/semester only

### Benefits

- Work-Flex Plans often allow teachers to stay within the profession longer than they may have without the flexibility to alter their work schedule.
- Salary can be spread evenly throughout the school year even when periods of time are not being worked.
- Teachers are able to continue to make pension contribution as if they were working full-time.
- Other benefits, such as Group Insurance, continue to be in place even during periods where teachers may not be working during a Work-Flex Plan.

### Considerations

- Any plan a teacher proposes must meet operational needs of the school/district and must meet Vestor and Canada Revenue Agency regulations.
- A teacher cannot extend their retirement beyond five years of the date of entry into the plan.
- Take-home salary will be lower than the FTE percentage worked as teachers continue to pay full pension, dues, and group insurance costs with lower gross income.

### How to I enter a Work Flex Plan?

You can apply to enter a Work Flex Plan by contacting your district's Director of Human Resources. The NBTA Director of Member Benefits and Services is also available to provide guidance and direction to members contemplating entering such a plan.