

## NBTPP At-A-Glance

### WHAT IS THE NEW BRUNSWICK TEACHERS' PENSION PLAN?

The primary purpose of the New Brunswick Teachers' Pension Plan (the "NBTPP") is to provide secure pensions to teachers upon retirement and until death (including subsequent benefits to their spouse and eligible dependents as applicable) in respect of their service as teachers.

The NBTPP does not provide an absolute guarantee to teachers; however because of the focused approach on ensuring the security of benefits and the establishment of a Reserve Fund, there is a high degree of certainty that base benefits will be payable in the vast majority of potential future economic scenarios.

As a plan that focuses on providing secure benefits, all future cost of living adjustments for current and future retirees will be applied in accordance with the Funding Policy. Other Ancillary Benefits under the NBTPP will be provided as outlined in the NBTPP Plan Document and to the extent that funds are available for such benefits, as determined by the Board of Trustees in accordance with applicable laws and the Funding Policy.

By design, the NBTPP is expected to be in a position to provide cost of living adjustments (i.e., indexing) on the basis of 100% of the increase in the Consumer Price Index (CPI) on pension benefits to active members, and on the basis of 75% of the increase in the CPI on pension benefits to retired members and deferred members (maximum CPI of 4.75% per year).

Base Benefit – means the amount of pension paid or payable to a member at any given time.

Ancillary Benefits – means benefits that are in addition to the Base Benefit, such as cost of living adjustments.

### WHAT ARE THE CONTRIBUTION RATES?

Effective Date	Members		Employer	
	Below YMPE	Above YMPE	Below YMPE	Above YMPE
July 1, 2016	9.5%	11.2%	11.5%	13.2%
July 1, 2017	10.0%	11.7%	11.5%	13.2%
July 1, 2018	10.0%	11.7%	11.5%	13.2%
July 1, 2019 to June 30, 2024	10.0%	11.7%	10.75%	12.45%
July 1, 2024 to June 30, 2029	10.0%	11.7%	10.0%	11.7%
July 1, 2029	9.25%	10.95%	9.25%	10.95%

Member and employer contribution rates listed above may temporarily increase or decrease as outlined in the NBTPP's Funding Policy.

\* YMPE for 2019 = \$57,400

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## WHEN DO I BECOME ELIGIBLE TO RECEIVE A BENEFIT UNDER THE PLAN?

You are eligible to receive a benefit under the NBTPP upon the completion of the earlier of:

- two years of membership in the NBTPP (includes membership in the *Teachers' Pension Act Plan*);
- two years of pensionable service in the NBTPP (includes pensionable service under the *Teachers' Pension Act Plan*); or
- five years of continuous employment.

## AT WHAT POINT CAN I RETIRE?

There are various provisions under the NBTPP which may allow you to retire with either a reduced or unreduced pension (depending on your circumstances). An Early Retirement Reduction will be applied to the portion of your pension that falls under a reduced pension scenario. For details regarding how the pension would be calculated, please refer to the “*How is my pension calculated?*” section of this document.

Scenario	For Service earned prior to July 1, 2014	For Service earned on or after July 1, 2014
<b>35 years of Pensionable Service*</b>	Unreduced Pension	Unreduced Pension
<b>Age + Service Index</b>	<p><u>Earliest Unreduced:</u> Age+Service Index equal to at least <b>87</b></p> <p><u>Earliest Reduced:</u> Age+Service Index equal to at least <b>80</b></p>	<p><u>Earliest Unreduced:</u> Age+Service Index equal to at least <b>91</b></p> <p><u>Earliest Reduced:</u> Age+Service Index equal to at least <b>84**</b></p> <p>** Teachers who have any pensionable service prior to July 1, 2014 may retire with an Age+Service Index equal to at least <b>80</b></p>
<b>20 or more years of Pensionable Service</b>	<p>Earliest Unreduced – Age <b>60</b></p> <p>Earliest Reduced – Age <b>55</b></p>	<p>Earliest Unreduced – Age <b>62</b></p> <p>Earliest Reduced – Age <b>55</b></p>
<b>Less than 20 years of Pensionable Service</b>	<p>Earliest Unreduced – Age <b>65</b></p> <p>Earliest Reduced – Age <b>55</b></p>	<p>Earliest Unreduced – Age <b>65</b></p> <p>Earliest Reduced – Age <b>55</b></p>

\* A member cannot accrue more than 35 years of pensionable service.

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## HOW IS MY PENSION CALCULATED? (pension payable prior to age 65)\*

Once you become eligible to receive a benefit under the plan as detailed in the “At what point can I retire?” section, you may elect an early retirement benefit payable as early as age 55 (payable until age 65). An early retirement pension under the NBTPP (payable up to age 65) is the sum of the following:

<b>For all pensionable service before July 1, 2014:</b>	2.0% of the Best 5-year salary average up to June 30, 2014 <b>MULTIPLIED BY</b> Pensionable service up to June 30, 2014 <b>MINUS</b> Early Retirement Reduction (if applicable)
<b>For each year (or part year) of pensionable service on and after July 1, 2014:</b>	2.0% of Annualized Salary for the year <b>MULTIPLIED BY</b> % of Full-Time Equivalent (FTE) worked <b>MINUS</b> Early Retirement Reduction (if applicable)
<b>For all pensionable service:</b>	Indexing increases granted in accordance with the NBTPP’s Funding Policy will be applied

## HOW IS MY PENSION CALCULATED? (pension payable after age 65)\*

At age 65, your NBTPP pension is integrated with the Canada Pension Plan (CPP). A pension under the NBTPP (payable after age 65) is the sum of the following:

<b>For all pensionable service before July 1, 2014:</b>	1.3% of the Best 5-year salary average up to the 3-year YMPE Average** <b>PLUS</b> 2.0% of the Best 5-year salary average in excess of the 3-year YMPE Average**, if any (all calculated up to June 30, 2014) <b>MULTIPLIED BY</b> Pensionable service up to June 30, 2014 <b>MINUS</b> Early Retirement Reduction (if applicable)
<b>For each year (or part year) of pensionable service on and after July 1, 2014:</b>	1.3% of Annualized Salary up to the YMPE*** for the year <b>PLUS</b> 2.0% of Annualized Salary in excess of YMPE*** for the year, if any <b>MULTIPLIED BY</b> % of FTE worked <b>MINUS</b> Early Retirement Reduction (if applicable)
<b>For all pensionable service:</b>	Indexing increases granted in accordance with the NBTPP’s Funding Policy will be applied

\* The lifetime portion of the pension benefit payable under the NBTPP is subject to a “Final best 5-year average salary maximum”.

\*\* 3-year YMPE Average for 2014 = \$51,233      \*\*\* YMPE for 2019 = \$57,400

Note: A member must commence receipt of their pension by the end of the year in which they turn age 71 (*Income Tax Act* Requirement).

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## WHAT IS THE EARLY RETIREMENT REDUCTION?

Depending on your age and the amount of service you have upon termination of employment, the following permanent early retirement reduction may be applied to your pension at retirement:

Scenario	For Service earned prior to July 1, 2014	For Service earned on or after July 1, 2014																																																																																				
Age+ Service Index	<p><b>2.5% reduction</b> for each Index Year that Age+Service is less than <b>87</b></p> <p>The following table demonstrates the reduction that would be applied at retirement:</p> <table border="1"> <thead> <tr> <th>Age + Service</th> <th>50</th> <th>52.5</th> <th>55</th> <th>57.5</th> <th>60</th> </tr> </thead> <tbody> <tr> <td>20 yrs</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>0%</td> </tr> <tr> <td>22.5 yrs</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>17.5%</td> <td>0%</td> </tr> <tr> <td>25 yrs</td> <td>N/A</td> <td>N/A</td> <td>17.5%</td> <td>11.2%</td> <td>0%</td> </tr> <tr> <td>27.5 yrs</td> <td>N/A</td> <td>17.5%</td> <td>11.2%</td> <td>5%</td> <td>0%</td> </tr> <tr> <td>30 yrs</td> <td>17.5%</td> <td>11.2%</td> <td>5%</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>32.5 yrs</td> <td>11.2%</td> <td>5%</td> <td>0%</td> <td>0%</td> <td>0%</td> </tr> </tbody> </table>	Age + Service	50	52.5	55	57.5	60	20 yrs	N/A	N/A	N/A	N/A	0%	22.5 yrs	N/A	N/A	N/A	17.5%	0%	25 yrs	N/A	N/A	17.5%	11.2%	0%	27.5 yrs	N/A	17.5%	11.2%	5%	0%	30 yrs	17.5%	11.2%	5%	0%	0%	32.5 yrs	11.2%	5%	0%	0%	0%	<p><b>2.5% reduction</b> for each Index Year that Age+Service is less than <b>91</b></p> <p>The following table demonstrates the reduction that would be applied at retirement:</p> <table border="1"> <thead> <tr> <th>Age + Service</th> <th>50</th> <th>52.5</th> <th>55</th> <th>57.5</th> <th>60</th> </tr> </thead> <tbody> <tr> <td>20 yrs</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>10%</td> </tr> <tr> <td>22.5 yrs</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>27.5%*</td> <td>10%</td> </tr> <tr> <td>25 yrs</td> <td>N/A</td> <td>N/A</td> <td>27.5%*</td> <td>21.2%*</td> <td>10%</td> </tr> <tr> <td>27.5 yrs</td> <td>N/A</td> <td>27.5%*</td> <td>21.2%*</td> <td>15%</td> <td>8.7%</td> </tr> <tr> <td>30 yrs</td> <td>27.5%*</td> <td>21.2%*</td> <td>15%</td> <td>8.7%</td> <td>2.5%</td> </tr> <tr> <td>32.5 yrs</td> <td>21.2%*</td> <td>15%</td> <td>8.7%</td> <td>2.5%</td> <td>0%</td> </tr> </tbody> </table> <p>* Only available to Teachers who joined TPP prior to July 1, 2014</p>	Age + Service	50	52.5	55	57.5	60	20 yrs	N/A	N/A	N/A	N/A	10%	22.5 yrs	N/A	N/A	N/A	27.5%*	10%	25 yrs	N/A	N/A	27.5%*	21.2%*	10%	27.5 yrs	N/A	27.5%*	21.2%*	15%	8.7%	30 yrs	27.5%*	21.2%*	15%	8.7%	2.5%	32.5 yrs	21.2%*	15%	8.7%	2.5%	0%
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## WHAT IS THE EARLY RETIREMENT REDUCTION? *(continued)*

Scenario	For Service earned prior to July 1, 2014	For Service earned on or after July 1, 2014																								
<p><b>Less than 20 years of Pensionable Service</b></p>	<p><b>5.0% reduction</b> per year prior to age 65 (as early as age 55)</p>																									
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## ARE MY PENSION BENEFITS ADJUSTED FOR COST OF LIVING INCREASES?

The pension benefits for **active members** (including 5 year average benefit earned up to July 1, 2014) will be adjusted each year by indexing of **100%** of the increase in the Consumer Price Index (CPI) (subject to the funding status of the Plan to a maximum CPI of 4.75% per year).

The pension benefits for **deferred members and retired members (including any surviving spouses or dependent children receiving a pension benefit under the NBTPP)** will be adjusted each year by indexing of **75%** of the increase in the CPI (subject to the funding status of the Plan to a maximum CPI of 4.75% per year).

If the funding status of the Plan does not allow for indexing to be granted in a given year, the increases are carried forward to future years and may be paid if the funding status of the Plan allows for it at that time.

## ARE THERE DIFFERENT FORMS OF PENSION THAT I CAN CHOOSE FROM?

There are various forms of pension that you can select at retirement, depending on your personal circumstances. Each optional form of pension available provides a monthly pension benefit amount that is slightly different. The various forms of pension are described below:

<b>Joint and Survivor Pension – 50% Benefit Payable (normal form of pension)</b>	Payments are made to you for your lifetime. If you predecease your spouse, payments will continue to your spouse at death for your spouse's lifetime at a level equal to 50% of your pension payable at age 65 ( <u>before</u> application of any early retirement reductions).
<b>Joint and Survivor Pension – 60%, 66 2/3%, 75%, or 100% Benefit Payable</b>	Payments are made to you for your lifetime. If you predecease your spouse, payments will continue to your spouse (being the <b>same spouse you had at retirement</b> ) for your spouse's lifetime at a level equal to 60%, 66 2/3%, 75%, or 100% of your pension payable at age 65 ( <u>after</u> application of any early retirement reductions). <u>This option is only available if you have a spouse at your date of retirement.</u>

*Each option above also provides that, as a minimum, payments from the plan equivalent to at least your contributions with interest at the time of your retirement will be paid. Furthermore, the Joint and Survivor Pension – 50% Benefit option above will also include payments to your dependent children (as defined in the Plan document) in cases where you do not or no longer have a spouse at the time of your death, or following the death of both you and your spouse.*

*The use of the word "Spouse" throughout also includes "common-law partner", each as defined in the Plan documents. Please note that a "Declaration of Marital Status" form will need to be completed when selecting the desired form of pension.*

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## WHAT HAPPENS IN CASE OF...

<p><b>...termination of employment (prior to eligibility to retire)?</b></p>	<ul style="list-style-type: none"> <li>– With <b><u>less than two years</u></b> of membership in the NBTPP; <b><u>less than two years</u></b> of pensionable service in the NBTPP; and <b><u>less than five years</u></b> of continuous employment:             <ul style="list-style-type: none"> <li>– You will receive a refund of your contributions with accumulated interest.</li> </ul> </li> <li>– With <b><u>two or more years</u></b> of membership in the NBTPP; <b><u>two or more years</u></b> of pensionable service in the NBTPP; or <b><u>five or more years</u></b> of continuous employment, you have the choice to:             <ul style="list-style-type: none"> <li>– Defer commencement of your pension benefit until the time you are eligible to receive a reduced or unreduced pension *</li> <li>– Transfer your Termination Value (as defined under the <i>Pension Benefits Act</i>) in a lump sum to:                 <ul style="list-style-type: none"> <li>– a locked-in retirement account (LIRA);</li> <li>– a life income fund (LIF); or</li> <li>– your new employer’s pension plan (if such plan allows it)</li> </ul> </li> </ul> </li> </ul> <p>* Pension may not be deferred past age 65</p>
<p><b>...termination of employment (upon eligibility to retire)?</b></p>	<ul style="list-style-type: none"> <li>– With <b><u>less than two years</u></b> of membership in the NBTPP; <b><u>less than two years</u></b> of pensionable service in the NBTPP; and <b><u>less than five years</u></b> of continuous employment:             <ul style="list-style-type: none"> <li>– You will receive a refund of your contributions with accumulated interest.</li> </ul> </li> <li>– With <b><u>two or more years</u></b> of membership in the NBTPP; <b><u>two or more years</u></b> of pensionable service in the NBTPP; or <b><u>five or more years</u></b> of continuous employment, you have the choice to:             <ul style="list-style-type: none"> <li>– Elect an immediate pension benefit; or</li> <li>– Defer commencement of your pension benefit to a later point in time*</li> </ul> </li> </ul> <p>* Pension may not be deferred past age 65</p>
<p><b>...death during retirement?</b></p>	<ul style="list-style-type: none"> <li>– The benefit paid will be determined based on the form of pension that you elect at the time of your retirement.</li> </ul>

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## WHAT HAPPENS IN CASE OF... (continued)

<p><b>...death prior to retirement?</b></p>	<ul style="list-style-type: none"><li>- With <b><u>less than two years</u></b> of membership in the NBTPP; <b><u>less than two years</u></b> of pensionable service in the NBTPP; and <b><u>less than five years</u></b> of continuous employment:<ul style="list-style-type: none"><li>- Your surviving spouse (or your children/estate if there is no spouse) will receive a refund of your contributions with accumulated interest.</li></ul></li> <li>- With <b><u>two or more years</u></b> of membership in the NBTPP; <b><u>two or more years</u></b> of pensionable service in the NBTPP; or <b><u>five or more years</u></b> of continuous employment, you have the choice to:<ul style="list-style-type: none"><li>- If you have a surviving spouse or dependent children*, such spouse will begin receiving in the month following your death a monthly pension benefit of 50% of the pension payable at age 65 (before application of early retirement reductions) until his/her death (if no spouse, or, at the time of the death of your spouse, there are any remaining dependent children*, they will be entitled to receive this monthly pension benefit until the time they no longer qualify as a dependent child*).</li><li>- If you do not have a surviving spouse or dependent children*, your estate will receive a refund of your contributions with accumulated interest.</li></ul></li></ul>
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\* Dependent Child (Dependent Children) means a child (or children) of a member who is dependent on the member and who is under the age of 19 in the calendar year; is under the age of 25 in the calendar year and is in full-time attendance at an educational institution; or is dependent on the member by reason of mental or physical infirmity.