

**Government of the District of Columbia
Executive Office of the Mayor
DC Department of Human Resources**

2021 COLA Notice for Public School Teachers

The District of Columbia Teachers’ Retirement Plan provides for a cost-of-living adjustment (COLA) of annuities effective March 1 of each year, and payable April 1 of each year, for retired District of Columbia Public School teachers and their survivors (D.C. Code § 38-2021.2(b)). For teachers hired before November 1, 1996, and their survivors, the COLA effective on March 1, 2021 is 1.4%. Since this percentage is below the 3% cap applicable to teachers hired on or after November 1, 1996, and their survivors, their COLA effective March 1, 2021 is also 1.4%. Therefore, the annuity adjustments for both groups are as follows:

1. District of Columbia public school teachers, hired before, on or after November 1, 1996, who retired under an annuity commencing on or before March 1, 2020, and their survivors, whose annuities commenced on or before March 1, 2020, are entitled to a full 1.4% COLA increase.
2. District of Columbia public school teachers, hired before, on or after November 1, 1996, who retired under an annuity commencing after March 1, 2020, and before March 1, 2021, are entitled to a prorated COLA increase equal to 1/12th of the 1.4% COLA increase multiplied by the number of months (not to exceed 12 months, and counting any portion of a month as an entire month) for which the annuity was effective before March 1, 2021. For example, if a teacher retired on November 8, 2020, the prorated 2021 COLA would be .5% (4 months x 1/12th x 1.4%), adjusted to the nearest 1/10th of 1%.
3. The table below summarizes the rules for determining the first COLA for survivors of District of Columbia public school teachers. Where applicable, the prorated COLA increase is determined as described in paragraph 2 above.

Survivors	
Type of Case	First COLA
Spouse – Death in Service	Prorated based on effective date of survivor annuity
Spouse – Death after Retirement (before the retiree’s first COLA)	Prorated based on effective date of retiree annuity
Spouse – Death after Retirement (after the retiree’s first COLA)	NOT Prorated (full COLA is paid)
Children - All Circumstances	NOT Prorated (full COLA is paid)
Dependent Parent – Death in Service	Prorated based on effective date of survivor annuity