

DC DEPARTMENT OF HUMAN RESOURCES

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

2022 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, 2022 is 7.8%. Since this percentage is above the 3% cap applicable to teachers hired on or after November 1, 1996, and their survivors, their COLA effective March 1, 2022 is 3.0%. Therefore, the annuity adjustments for both groups are as follows:

1. District of Columbia public school teachers, hired before November 1, 1996, who retired under an annuity commencing on or before March 1, 2021, and their survivors, whose annuities commenced on or before March 1, 2021, are entitled to a full 7.8% COLA increase.
2. District of Columbia public school teachers, hired on or after November 1, 1996, who retired under an annuity commencing on or before March 1, 2021, and their survivors, whose annuities commenced on or before March 1, 2021, are entitled to a 3.0% COLA increase.
3. District of Columbia public school teachers, hired before November 1, 1996, who retired under an annuity commencing after March 1, 2021, and before March 1, 2022, are entitled to a prorated COLA increase equal to $1/12^{\text{th}}$ of the 7.8% 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, 2022. For example, if a teacher retired on November 8, 2021, the prorated 2022 COLA would be 2.6% (4 months x $1/12^{\text{th}}$ x 7.8%), adjusted to the nearest $1/10^{\text{th}}$ of 1%.
4. District of Columbia public school teachers, hired on or after November 1, 1996, who retired under an annuity commencing after March 1, 2021, and before March 1, 2022, are entitled to a prorated COLA increase equal to $1/12^{\text{th}}$ of the 3.0% 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, 2022. For example, if a teacher retired on November 8, 2021, the prorated 2022 COLA would be 1.0% (4 months x $1/12^{\text{th}}$ x 3.0%), adjusted to the nearest $1/10^{\text{th}}$ of 1%.
5. 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 paragraphs 3 and 4 above.

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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