



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING

GRETCHEN WHITMER  
GOVERNOR

MICHAEL F. RICE, Ph.D.  
STATE SUPERINTENDENT

**MEMORANDUM**

**DATE:** April 9, 2020

**TO:** Local and Intermediate School District Superintendents  
Public School Academy Directors  
Local Education Agency Principals

**FROM:** Venessa A. Keesler, Ph.D., Deputy Superintendent *V. Keesler*  
Division of Educator, Student, and School Supports

**SUBJECT:** Critical Shortage Lists for Employment of Retirees

Pursuant to [Michigan Compiled Law 38.1361](#), the Michigan Department of Education has compiled the list of critical shortage areas for employment of retirees for the 2020-2021 academic year.

[Academic Year 2020-2021 Critical Shortage Disciplines for Employment of Retirees](#)

If a discipline is not listed as a shortage, and a retiree is needed to fill a vacancy, law stipulates a process by which districts may seek to have the discipline added. Districts must use the [Critical Shortage Request Form](#) and include required evidence to submit a request. This list, including district level additions, is maintained on the Office of Educator Excellence [Permits and Placement](#) webpage.

Questions about implementation of the retiree benefit provisions of the legislation should be directed to the [Office of Retirement Services](#) ([www.michigan.gov/ors](http://www.michigan.gov/ors)).

Questions about completing the [Critical Shortage Request Form](#) may be directed to the Office of Educator Excellence at 517-241-5000 or [MDE-EducatorHelp@michigan.gov](mailto:MDE-EducatorHelp@michigan.gov).

cc: Michigan Education Alliance

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