

### Academic Year 2019-2020 Critical Shortage Disciplines for Employment of Retirees

Academic Discipline	Type of Evidence Utilized	Districts Approved	Date Added
Adult Education – all roles	Multiple District Reports	All	2/21/2019
Bilingual Education	Federal Shortage List	All	4/9/2019
Bus Driver	Multiple District Reports	All	3/30/2017
Career and Technical Education (ALL Supervisors, Teachers and Paraprofessionals)	Federal Shortage List	All	3/30/2017
Communication Arts	Federal Shortage List	All	3/30/2017
Computer Science	Federal Shortage List	All	4/9/2019
Dance	Federal Shortage List	All	3/30/2017
Elementary Education	Federal Shortage List	All	4/9/2019
English as a Second Language	Federal Shortage List	All	4/9/2019
Family and Consumer Sciences	Federal Shortage List	All	4/9/2019
Federal Grants Facilitator	Multiple District Reports & Associations	All	3/30/2017
Health	Federal Shortage List	All	3/31/2017
High Impact Leadership Facilitator	Multiple District Reports & Associations	All	1/17/2018
Industrial & Technology Education	Federal Shortage List	All	3/30/2017
Instructional Coach	Multiple District Reports & Associations	All	3/30/2017
Mathematics	Federal Shortage List	All	3/30/2017
Library Media Specialist	Federal Shortage List	All	2/13/2018
Math Coach	Multiple District Reports & Associations	All	3/30/2017
Music Education	Federal Shortage List	All	3/30/2017

Paraprofessionals (all disciplines)	Multiple District Reports	All	11/13/2018
Physical Education	Federal Shortage List	All	3/30/2017
Physical Therapist	Reported by Districts	All	3/30/2017
Principals of Strict Discipline Academies	Multiple District Reports	Strict Discipline Academies	8/2/2017
Reading Coach	Reported by Districts	All	3/30/2017
Reading and Language Arts	Federal Shortage List	All	3/30/2017
Social Studies	Federal Shortage List	All	4/9/2019
Sciences	Federal Shortage List	All	4/9/2019
Sociology	Federal Shortage List	All	4/9/2019
School Counselor	Federal Shortage List	All	4/9/2019
School Improvement Facilitator	Multiple District Reports & Associations	All	3/30/2017
School Nurse	Reported by Districts	All	1/17/2019
School Psychologist	Federal Shortage List	All	3/30/2017
School Social Worker	Federal Shortage List	All	3/30/2017
Special Education - All Categories and Paraprofessionals	Multiple District Reports & Federal Shortage List	All	3/30/2017
Speech Pathologist	Federal Shortage List	All	3/30/2017
Substitute Teaching - ALL Disciplines	Multiple District Reports	All	3/30/2017
Visual Arts Education	Federal Shortage List	All	4/9/2019
World Language Teachers – Including Those Endorsed in Bilingual, English as a Second Language, American Sign Language, and Native American Languages	Federal Shortage List	All	3/30/2017

**Contiguous 2019-2020 Critical Shortage Disciplines for Employment of Retirees**

Finance Director	Job Posting and Applicant Information	Marlette Community Schools, North Branch Area Schools	4/1/2017
Executive Director of Business Services	Job Posting and Applicant Information	Oakland Schools, Hazel Park Public Schools	10/20/2017
Truant/Attendance Officer	Job Posting and Applicant Information	All schools within Copper Country ISD	12/20/2017
District Business Manager	Job Posting and Applicant Information	Alpena Montmorency Alcona ESD, COPESD	4/1/2018
Director of Finance/Business	Job Posting and Applicant Information	Oakland Schools, The School District of the City of Pontiac	5/14/2019
Director of Human Resources	Job Posting and Applicant Information	Ottawa Area ISD, Hamilton Community Schools	8/2/2019
Chief Financial Officer	Job Posting and Applicant Information	Berrien RESA, Benton Harbor Area Schools	9/26/2019

[Retirement law Relevant to Critical Shortage](#)

[Critical Shortage Information](#)

[Contiguous Critical Shortage Discipline Request Form](#)

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