

**2020-2021 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  |

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|  |   |   |            |
|--|---|---|------------|
| 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  |
| <b>Contiguous 2020-2021 Critical Shortage Disciplines for Employment of Retirees</b>   |   |   |            |
| Finance Director   | Job Posting and Applicant Information             | Marlette Community Schools, North Branch Area Schools | 4/1/2017   |
| 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                                    | 4/1/2018   |

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|  |                                       |  |            |
|--|---------------------------------------|--|------------|
|  |                                       | Alcona ESD,<br>COPESD  |            |
| Director of Finance/Business               | Job Posting and Applicant Information | Oakland Schools,<br>The School District of the City of Pontiac | 5/14/2019  |
| Director of Human Resources                | Job Posting and Applicant Information | Ottawa Area ISD,<br>Hamilton Community Schools                 | 8/2/2019   |
| Chief Financial Officer                    | Job Posting and Applicant Information | Berrien RESA,<br>Benton Harbor Area Schools                    | 9/26/2019  |
| Human Resources Director                   | Job Posting and Applicant Information | Oak Park School District, Southfield Public Schools            | 12/6/2019  |
| Executive Director of Business and Finance | Job Posting and Applicant Information | Oak Park School District, Oakland Schools                      | 12/10/2019 |

- [Retirement law Relevant to Critical Shortage](#)
- [Critical Shortage Information](#)
- [Contiguous Critical Shortage Discipline Request Form](#)