



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING



JENNIFER M. GRANHOLM  
GOVERNOR

MICHAEL P. FLANAGAN  
SUPERINTENDENT OF  
PUBLIC INSTRUCTION

August 5, 2010

**MEMORANDUM**

**TO:** Local and Intermediate School District Superintendents  
Public School Academy and Nonpublic School Administrators

**FROM:** Michael P. Flanagan *MPF*  
Superintendent of Public Instruction

Sally Vaughn, Ph.D. *Sally*  
Deputy Superintendent/Chief Academic Officer

**SUBJECT:** 2010-2011 Educator Shortage Areas for Employment of Retirants

Attached for your information and reference is the list of educator shortage areas identified by the Michigan Department of Education (MDE) for the employment of retirees in accordance with MCL 38.1361.

Pursuant to MCL 38.1361, the earnings limitation exemption for the employment of retirants based on the critical shortage list for the 2010-2011 fiscal year or any previous fiscal year's list expires on 6/30/2011. The exemption for subsequent years will be based on the critical shortage list published for that fiscal year and will expire at the end of that fiscal year. The list will be updated by MDE annually.

Please be advised that this list is not to be used for deferment or repayment under the Federal Stafford and Federal Supplemental Loans for Students (SLS) programs, for the reduction of teaching obligation under the Paul Douglas Teacher Scholarship, or Federal Perkins Loan Program.

The list for federal loan deferment will be developed during fall 2010 in accordance with the procedures identified by the United States Education Department (USED). The MDE will disseminate that information upon approval from the USED.

If you have any questions, please contact Dr. Flora L. Jenkins at 517/373-6505 or email [jenkinsf@michigan.gov](mailto:jenkinsf@michigan.gov).

cc: Kathy Hayes, MASSB  
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MICHIGAN DEPARTMENT OF EDUCATION  
Educator Shortage Areas for Employment of Retirants \*  
2010-2011

In response to Section 38.1361 of the Public School Employees Retirement Act, the Michigan Department of Education has identified the following areas as critical shortage disciplines for the 2010-2011 school year. Michigan shortage areas include:

- Agricultural, General
- Aircraft Mechanics
- Airframe Technology
- Allied Health Technology
- Autism
- Automobile Technician
- Biology
- Business Admin. Management and Operations
- Child and Custodial Care Services
- Chinese Language and Culture
- Cognitive Impairment
- Collision Repair Technician
- Construction Trades
- Cosmetology
- Drafting and Design Technology
- Education General (CTE-Teacher Cadet)
- Early Childhood Special Education
- Electrical and Electronics Repair
- Electrical Occupations
- Emotional Impairment
- Family and Consumer Science
- Graphics Communications
- Health
- Health Sciences
- Industrial Equipment Repair
- Information Technology
- Integrated Science
- Learning Disabilities
- Machine Tool/Machine Shop
- Marketing, Sales, and Services
- Medium/Heavy Truck Tech
- Mathematics
- Music Education
- Personal and Culinary Services
- Physical and Other Health Impairment
- Public Safety/Protective Services
- Radio and TV Broad Casting Tech.
- Resource Room
- School Counselor
- Small Engine Repair
- Spanish
- Speech and Language Impairment
- Welding
- Director of Special Education
- Supervisor of Special Education

Public school employees who have been retired for at least 12 months may be exempt from the earnings limitation, **for a maximum of 6 years**, if they are working in an approved critical shortage position or for a school that has an approved emergency situation.

Information regarding the earning limitations for retirants is available at the Office of Retirement Services website:

[http://www.michigan.gov/orsschools/0,1607,7-206-36502\\_36516--,00.html](http://www.michigan.gov/orsschools/0,1607,7-206-36502_36516--,00.html)

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