



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING



JENNIFER M. GRANHOLM  
GOVERNOR

MICHAEL P. FLANAGAN  
SUPERINTENDENT OF  
PUBLIC INSTRUCTION

September 16, 2010

MEMORANDUM

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

FROM: Michael P. Flanagan  
State Superintendent of Public Instruction

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

In response to concerns we have heard from local districts about education personnel shortages in certain special education positions, we are revising the educator shortage list for the 2010-2011 school year established pursuant to MCL 38.1361. Attached is the **revised** list of educator shortage areas identified for the employment of retirees in accordance with MCL 38.1361. The revisions include the addition of School Psychologist and Hearing and Visual Impairments and the inclusion of Speech Pathologist with Speech and Language Impairment. These revisions take effect immediately.

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 will expire on June 30, 2011.

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 Department of Education (USED). The Michigan Department of Education will disseminate that information upon approval from the USED.

If you have questions, please contact Krista Ried at 517/373-0699 or [riedk@michigan.gov](mailto:riedk@michigan.gov).

Attachment

cc: Kathy Hayes, MASSB  
William Mayes, MASA  
David Martell, MSBO  
Dan Quisenberry, MAPSA  
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MICHIGAN DEPARTMENT OF EDUCATION  
Critical Educator Shortage Areas for Employment of Retirants \*  
2010-2011  
**REVISED SEPTEMBER 16, 2010**

Pursuant 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.

- Agricultural, General
- Aircraft Mechanics
- Airframe Technology
- Allied Health Technology
- Autism
- Automobile Technician
- Biology
- Business Administration Management and Operations
- 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
- English as a Second Language
- Family and Consumer Science
- Graphics Communication
- Health
- Health Sciences
- Hearing Impairment
- Heating and Air Conditioning
- Industrial Equipment Repair
- Information Technology
- Learning Disabilities
- Machine Tool/Machine Shop
- Marketing, Sales, and Services
- Medium/Heavy Truck
- Mathematics
- Music Education
- Personal and Culinary Services
- Physical Education for Students with Disabilities
- Physical and Other Health Impairment
- Public Safety/Protective Services
- Radio and TV Broad Casting Technician
- Resource Room
- School Counselor
- School Psychologist
- Science
- Severe Multiple Impairment
- Small Engine Repair
- Spanish
- Speech and Language Impairment (Includes Speech Pathologists)
- Visual 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 six 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)

\* 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.