

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
Early Childhood: GRSP-Early Child Specialist/Lead and Associate Teachers	GSRP Program Data	All	5/25/2021
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

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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
Virtual Learning Coaches	Multiple District Reports	All	5/6/2020
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 Critical Shortage Disciplines for Employment of Retirees

Academic Discipline	Type of Evidence Utilized	Districts Approved	Date Added
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

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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, Genesee ISD, Birmingham Public Schools	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
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
Chief Financial Officer	Job Posting and Applicant Information	Oakland Schools, The School District of the City of Pontiac	12/17/2020
LEA Business Manager	Job Posting and Applicant Information	Jackson County ISD, Hanover-Horton School District	5/25/2021
Chief Financial Officer	Job Posting and Applicant Information	Grand Ledge Public Schools, Potterville Public Schools	9/13/2021
Custodian	Job Posting and Applicant Information	Clarkston Community Schools, Huron Valley Schools	10/13/21
Food Service Worker	Job Posting and Applicant Information	Parchment School District, Gull Lake Community Schools	1/31/22
Director of Human Resources	Job Posting and Applicant Information	West Shore Educational Service District, Mecosta-Osceola ISD	3/1/22

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Custodial/Maintenance	Job Posting and Applicant Information	Berrien RESA, Van Buren ISD, Heritage Southwest ISD	6/26/22
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[Retirement law Relevant to Critical Shortage](#)

[Critical Shortage Information](#)

[Contiguous Critical Shortage Discipline Request Form](#)