

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			
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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Custodian	Job Posting and Applicant Information	Coopersville Area Public Schools, Ravenna Public Schools	3/16/22
Human Resource Director	Job Posting and Applicant Information	Oakland Schools, Holly Area Schools	3/16/22

[Retirement law Relevant to Critical Shortage](#)

[Critical Shortage Information](#)

[Contiguous Critical Shortage Discipline Request Form](#)