

Critical Shortage List for Retirees Information

To address the critical shortage of educators in the state of Michigan, [Michigan Compiled Law \(MCL\) 38.1361](#) allows individuals who meet certain criteria to work in Michigan schools after retirement. This change in the law mitigates the impact to retiree benefits from the Michigan Public School Employees Retirement System.

Educators who retired under the Michigan Public School Employees' Retirement System (MPSERS), and employers looking to hire them, should visit the online [Working After Retirement Pension Impact Estimator](#) offered by the Office of Retirement Services (ORS) to determine what effect, if any, working after retirement has on an individual's pension.

For any remaining questions regarding retirement, earnings limitations, financial reporting, etc., contact ORS at 800-381-5111.

The Michigan Department of Education's role is specific to the development of the list necessary for ORS to enact law. MCL 38.1361 specifies:

- Not later than April 1 of each year, the Michigan Department of Education (MDE) shall compile a [listing of critical shortage disciplines](#) based on evidence of a shortage for each discipline. MDE shall post the listing on its website.
- If a discipline is not included in the listing of critical shortage disciplines, two or more contiguous reporting units may submit a written request to the Superintendent of Public Instruction to add a discipline to the listing. The request must include evidence of a shortage of the discipline in those contiguous reporting units.
- If the Superintendent determines that there is a shortage of the discipline in those contiguous reporting units, the Superintendent shall add the discipline to the listing.
- A discipline added after a request under this subsection is applicable only to those contiguous reporting units.
- For purposes of this subsection, a reporting unit that is a public school academy is considered contiguous to any other reporting unit in which the public school academy is located.

Additionally, MDE offers the following guidance for implementation of this provision:

- Two contiguous intermediate school districts (ISDs) may submit a critical shortage request for ISD positions that meet the criteria.
- Two contiguous ISDs that have non-contiguous districts within their borders that have the same shortage can be the reporting unit for those districts. Specifically, if

the ISDs touch, they can act as two contiguous reporting units for any districts within the ISD boundaries that share a shortage.

- An ISD can act as one of the contiguous reporting units for instances when multiple individual districts within that single ISD share a shortage. By partnering with the ISD, the two non-contiguous reporting units connect with the ISD to form a reporting unit (like a triangle on a map) for the purpose of making a regional request as required by the critical shortage law.
- A single district that is experiencing a shortage may not add a discipline to the critical shortage list.

Interested districts must use the [Critical Shortage Request Form](#) specific to the appropriate academic year and include required evidence to submit a request.

Questions about completing the Critical Shortage Request Form may be directed to the Office of Educator Excellence at MDE-EducatorHelp@Michigan.gov or 517-241-5000.