



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING

GRETCHEN WHITMER
GOVERNOR

MICHAEL F. RICE, Ph.D.
STATE SUPERINTENDENT

MEMORANDUM

DATE: March 18, 2021

TO: Local and Intermediate School District Superintendents
Public School Academy Directors

FROM: William A. Pearson, Ed.D., Interim Deputy Superintendent
Division of Educator, Student, and School Supports *WAP*

SUBJECT: Critical Shortage List for Employment of Retirees

Pursuant to state statute ([MCL 38.1361](#)), the Michigan Department of Education (MDE) has compiled the list of critical shortage areas or disciplines for employment of retirees. This list is required to be maintained and updated annually by April 1. It can be found here: [Critical Shortage Disciplines for Employment of Retirees](#).

If a discipline is not listed as a shortage area and a retiree is needed to fill a vacancy, law stipulates a process by which local education agencies (LEAs), including traditional public schools and public school academies (PSAs), may seek to have the discipline added. LEAs must use the [Critical Shortage Request Form](#) and include required evidence to submit a request. This list, including district level additions, is maintained on the MDE Office of Educator Excellence [Permits and Placement](#) webpage.

Questions about implementation of the retiree benefit provisions of the legislation should be directed to the [Office of Retirement Services](#) (www.michigan.gov/ors).

Questions about completing the [Critical Shortage Request Form](#) may be directed to the Office of Educator Excellence Monday through Thursday at 517-241-5000 or Monday through Friday at MDE-EducatorHelp@Michigan.gov.

cc: Michigan Education Alliance
Confederation of Michigan Tribal Education Directors

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