

To: Corey Wise, Assistant Superintendent of Educational Operations  
Kasey Ellis, President; Cherry Creek Education Association

From: Brenda Smith, Chief Human Resources Officer  
Alan Lavizzo, Director of Human Resources  
Courtney Smith, Director of Human Resources

Date: February 2023 (**Updated April 12, 2023**)

RE: Designated Hard-to-Fill and Extremely Hard-to-Fill Licensed Positions for the 2023-2024 School Year

Each year the District identifies “hard-to-fill” and “extremely hard-to-fill” licensed positions prior to the spring hiring season for the following school year per 4141 in the Teacher Negotiated Agreement. After reviewing the number of applicants, consulting with hiring personnel in the District, and identifying our projected needs, we have determined that the following positions will be considered “**hard-to-fill**” for the 2023-2024 school year (**up to** eleven (11) years of qualified experience granted):

- Advanced Placement and International Baccalaureate
- Audiologists
- Behavior Analyst (BCBA)
- Career and Technical Education (CTE)\*
- Computer Science
- Counselors
- Concurrent Enrollment
- English Language Specialists
- Gifted and Talented
- Mathematics
- Occupational Therapists
- Orientation & Mobility Specialists
- Physical Therapists
- Registered Nurses
- School Social Workers
- Science
- Special Education – Moderate Needs (LD)
- Technology
- Visually Impaired
- World Languages

\*ALL CTE & SPED positions are Hard-to-Fill with the exception of the specific CTE and SPED positions listed as Extremely Hard-to-Fill below

We have determined that the following positions will be considered “**extremely hard-to-fill**” for the 2023-2024 school year (**up to** thirteen (13) years of qualified experience granted):

- CTE Skilled Trades Program Teachers (Automotive, Aviation, Construction, Manufacturing, and specific IT/STEAM programs)
- CTE Health and Wellness
- Special Education – Severe Needs (Autism, BD, ILC)
- School Psychologists
- Speech Language Pathologists (SLPs)

Positions must be posted in one of the above areas for the licensed applicant to be hired in a “hard-to-fill” or “extremely hard-to-fill” status. All individuals must hold a license or endorsement in the “hard-to-fill” or “extremely hard-to-fill” position in which they are being hired.