

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

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 (eleven (11) years of qualified experience granted):

- Advanced Placement and International Baccalaureate
- Audiologists
- Career and Technical Education (CTE)\*
- Computer Science
- Counselors
- Concurrent Enrollment
- English Language Specialists
- Gifted and Talented
- Mathematics
- Occupational Therapists
- Physical Therapists
- Registered Nurses
- School Psychologists
- School Social Workers
- Science
- Special Education (BD, ILC, LD)
- Speech Language Pathologists
- Technology
- Visually Impaired
- World Languages

\*ALL CTE positions are Hard-to-Fill with the exception of the specific CTE 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 (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

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.