

# Licensed Categories Based on Candidate Pool

## Hard to Hire

American Sign Language  
ESL/ELL  
Foreign Languages  
Literacy Specialist  
Math Secondary  
Moderate Needs  
Science Secondary  
Social Worker  
All CTE positions  
International  
Baccalaureate (IB)

## Specialist/Extremely HTH

Audiologist  
Autism Specialist  
Behavior Specialist  
Center-Based (SED/Autism)  
Center-Based (Severe/Affective Needs)  
Deaf and Hard of Hearing (DHH)  
Early Childhood Special Ed (ECSE)  
Occupational Therapist  
Nurse  
Psychologist  
Speech Lang Pathologist  
Student Support Program  
Visual Impairment

## Remain on Unique Ranges Based on Work Calendar

Dean  
Professional Learning Specialist

***\*All other positions not listed will be part of the General Educator Schedule. Please note: Hard to Hire and Specialist (extremely hard to hire) categories will be reviewed on an annual basis.***