

# Earning and Learning: An Employment and Education Update

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Scott Goings, General Counsel

Kevin Finnerty, Assistant General Counsel

Office of General Counsel

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# Salaries and Pay, Part I



# Salaries and Pay, Part II

- » On January 1, 2025, employers must disclose salary range for positions in any posting
  - Minimum and maximum salary or hourly wage
  - General description of benefits, including health and retirement benefits
  - “Posting” means “any solicitation intended to recruit applicants for a specific available position” and includes recruitment done by third parties
- » [Minn. Stat. 181.173](#)

# Salary and Pay, Part III

- » 2024 FLSA rule intended to increase minimum salaries for exempt employees

July 1, 2024: \$43,888

Jan. 1, 2025: \$58,656

- BUT Texas v. Department of Labor (June 2024): enjoined Texas only from being required to comply with 2024 salaries
- BUT BUT Mayfield v. DOL (5th Cir. (Sept. 2024): Held 2019 salaries valid
- BUT BUT BUT Texas v. Department of Labor (Nov. 2024): vacated entire 2024 Rule

- » Will next administration do a smaller salary increase?

# Salary and Pay, Part IV

- » There's always the State of Minnesota
- » Minnesota Minimum Wage increase on 1/1/2025 to \$11.13/hour
- » [Minn. Stat. 177.24](#)

# State and Federal Law FAQs

- » FAQ: Student Data Privacy.
- » FAQ: Immigration and Custom Enforcement.

# Paid Leave Program I (Minn. Stat. 268B)

- » New Program to provide paid leave for  
medical leave for serious health condition  
family leave for others' serious health condition or bonding with new baby or  
child; safety issues; military deployment
- » TBD: State plan or Minnesota State plan
- » If former, eligible workers paid by State funds, not Minnesota State





# Paid Leave III

- » Employers can supplement benefits but employee cannot collect more than 100% of salary
- » Employees can use vacation leave or sick leave or PTO in lieu of program
- » Employers must pay at least 50% of premium





# United States Supreme Court

*Students for Fair Admissions v. Harvard College.*

*Students for Fair Admissions v. University of North Carolina.*

- » Opinions issued on June 29, 2023 (holding that the Harvard and UNC admissions programs that considered race as a “plus” factor in a holistic process violated the Equal Protection Clause (UNC) and Title VI (Harvard)).
- » Department of Education issued a FAQ document on August 14, 2023. [SFFA Resource FAQ DOJ Seal ED Seal](#).
- » Would also apply to programs with individual admission processes.

# OCR Guidance

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# Pregnancy-related matters

- » EEOC Rules re: Pregnant Workers Fairness Act
- » Reasonable accommodation and undue hardship mean the same as

# Update on Responding to Sexual Violence

- » Department of Education published final Title IX regulations in April 2024.  
Effective date = August 1, 2024.
- » But Litigation – Department enjoined from enforcing in 26 states and against schools in many other states, including several Minnesota State schools (litigation remains pending).
- » Will new administration rescind?
- » Continue using current 1B.3 Policy and 1B.3.1 Procedure while monitoring events.

# PELRA Changes





# OCR Guidance #2



# Job Postings: Qualifications

- » Executive Order 23-14 directed MMB to “update guidance on the hiring process that emphasizes skills and work experience” and reduce the reliance on college degree requirements

MMB has taken the position EO 23-14 applies to Minnesota State

MMB focused on classified positions and providing alternative pathways to qualification where degrees not required by law



# Questions & Answers

Please Chat in your questions to the host or the panelists.

# Contact Information

» **Scott Goings**

General Counsel

[Scott.Goings@minnstate.edu](mailto:Scott.Goings@minnstate.edu)

651-201-1753

» **Kevin Finnerty**

Assistant General Counsel

[Kevin.Finnerty@minnstate.edu](mailto:Kevin.Finnerty@minnstate.edu)

651-299-0956

Thank you.