**Optional FLSA language for Academic Staff Renewable and Terminal Offer Letters:**

The position you have been hired into is an academic staff salaried position, which is exempt from overtime. Effective July 1, 2024, the U.S. Department of Labor (DOL) increased the minimum salary level threshold to the Fair Labor Standards Act (FLSA) to $43,888 annually. The U.S. DOL periodically updates this threshold and is anticipated to increase effective January 1, 2025. If your annual salary falls below the new threshold amount, then your position may be re-designated as FLSA non-exempt (eligible for overtime pay) on that date. If any changes to your appointment are to occur, this would be communicated with you.