



# **FEDERAL LEGISLATIVE & REGULATORY UPDATE**

**Thursday, March 13, 2025**

# AGENDA



## Trump Administration's Reduction In Force at U.S. Department of Education & Congressional Budget and Appropriations Negotiations

- Regulatory Update
- Legislative Update
- President Trump's Executive Orders
- Q&A



# **REGULATORY UPDATE**



**HOT TOPIC**

The image features the words "HOT TOPIC" in a large, bold, red, sans-serif font. The letters have a three-dimensional appearance with a slight gradient. From the top of each letter, a plume of bright yellow and orange flames rises, creating a sense of intense heat. Below the letters, a dark, glossy surface reflects the red of the text and the light from the flames. The entire composition is set against a solid black background.



[HOME](#) / [ABOUT US](#) / [NEWSROOM](#) / [PRESS RELEASES](#)

## PRESS RELEASE

# U.S. Department of Education Initiates Reduction in Force

MARCH 11, 2025

As part of the Department of Education's final mission, the Department today initiated a reduction in force (RIF) impacting nearly 50% of the Department's workforce. Impacted Department staff will be placed on administrative leave beginning Friday, March 21st.

"Today's reduction in force reflects the Department of Education's commitment to efficiency, accountability, and ensuring that resources are directed where they matter most: to students, parents, and teachers," said **Secretary of Education Linda McMahon**. "I appreciate the work of the dedicated public servants and their contributions to the Department. This is a significant step toward restoring the

# REDUCTION IN FORCE

March 11, 2025

As part of the Department of Education's final mission, the Department today initiated a reduction in force (RIF) impacting nearly 50% of the Department's workforce. Impacted Department staff will be placed on administrative leave beginning Friday, March 21st.

"Today's reduction in force reflects the Department of Education's commitment to efficiency, accountability, and ensuring that resources are directed where they matter most: to students, parents, and teachers," said **Secretary of Education Linda McMahon**. "I appreciate the work of the dedicated public servants and their contributions to the Department. This is a significant step toward restoring the greatness of the United States education system."

The Department of Education will continue to deliver on all statutory programs that fall under the agency's purview, including formula funding, student loans, Pell Grants, funding for special needs students, and competitive grantmaking.

All divisions within the Department are impacted by the reduction, with some divisions requiring significant reorganization to better serve students, parents, educators, and taxpayers.

**U.S. Department of Education Initiates Reduction in Force | U.S. Department of Education**

# REDUCTION IN FORCE

March 11, 2025

## Background

When President Trump was inaugurated, the Department's workforce stood at 4,133 workers. After today's actions, the Department's workforce will total roughly 2,183 workers. Included in the reduction in force are nearly 600 employees who accepted voluntary resignation opportunities and retirement over the last seven weeks, including:

- 259 employees accepted the [Deferred Resignation Program](#)
- 313 employees accepted the [Voluntary Separation Incentive Payment](#)

**Remaining employees impacted by the reduction in force will be placed on administrative leave beginning next Friday, March 21.** Pursuant to regulatory requirements and the Department's collective bargaining agreement, all impacted employees will receive full pay and benefits until June 9th, as well as substantial severance pay or retirement benefits based upon their length of service.



**BREAKING  
NEWS**





# STATE AG'S FILING

UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF MASSACHUSETTS

STATE OF NEW YORK; COMMONWEALTH OF MASSACHUSETTS; STATE OF HAWAII; STATE OF CALIFORNIA; STATE OF ARIZONA; STATE OF COLORADO; STATE OF CONNECTICUT; STATE OF DELAWARE; THE DISTRICT OF COLUMBIA; STATE OF ILLINOIS; STATE OF MAINE; STATE OF MARYLAND; ATTORNEY GENERAL DANA NESSEL FOR THE PEOPLE OF MICHIGAN; STATE OF MINNESOTA; STATE OF NEVADA; STATE OF NEW JERSEY; STATE OF OREGON; STATE OF RHODE ISLAND; STATE OF VERMONT; STATE OF WASHINGTON; and STATE OF WISCONSIN;

Plaintiffs,

v.

LINDA McMAHON, in her official capacity as Secretary of Education; U.S. DEPARTMENT OF EDUCATION; and DONALD J. TRUMP, in his official capacity as President of the United States;

Defendants.

Case No. \_\_\_\_\_

COMPLAINT FOR DECLARATORY AND INJUNCTIVE RELIEF

# STATE AG'S FILING

## INTRODUCTION

1. The Department of Education is essential. Plaintiff States rely on the Department for an extraordinary array of programs. The Department provides funds for low-income children and students with disabilities. It enforces the laws that prohibit discrimination in education. It administers federal student aid programs. These are just some of the key ways the congressional acts governing the existence and responsibilities of the Department are deeply intertwined with the education systems in Plaintiff States. Incredibly, all of these significant and statutorily-mandated functions were covered by a lean staff of only 4,133 people—until March 11, when the Department of Education announced through a press release that it is reducing that staff by 50%. U.S. Department of Education Initiates Reduction in Force, Press Release, Department of Education (Mar. 11, 2025), <https://www.ed.gov/about/news/press-release/us-department-of-educationinitiates-reduction-force> (“March 11 Press Release”). This massive reduction in force (RIF) is equivalent to incapacitating key, statutorily-mandated functions of the Department, causingimmense damage to Plaintiff States and their educational systems.

# STATE AG'S FILING

## INTRODUCTION

2. Although the Department's March 11 Press Release says that the Department "will continue to deliver on all statutory programs that fall under the agency's purview," id., that assertion is easily belied by the extent and effect of the RIF. So too is the assertion from Secretary McMahon, later on March 11, that the terminations were the "first step" on the road to a "total shutdown" of the Department. Filip Timotija, Education Secretary: Mass layoffs First Step Toward Total Shutdown, The Hill (Mar. 12, 2025), <https://thehill.com/homenews/education/5190161-linda-mcmahon-education-department-mass-layoffs>.

3. Far from being just a "first step," the lay-offs are an effective dismantling of the Department. Based on figures provided in the March 11 Press Release, the announced RIF displaces approximately 1,378 employees, all of whom "will be placed on administrative leave" beginning on March 21. March 11 Press Release. These employees join around 600 others who took earlier buy-out offers. Id. The press release states that "[a]fter today's actions, the Department's workforce will total roughly 2,183 workers," an approximately 50% cut from the 4,133 workers the Department of Education had "[w]hen President Trump was inaugurated." Id.



# STATE AG'S FILING

## INTRODUCTION

4. The RIF is so severe and extreme that it incapacitates components of the Department responsible for performing functions mandated by statute, effectively nullifying those mandates. For example, seven regional offices of the Department's Office for Civil Rights (OCR)—including those in New York, Boston, San Francisco, Philadelphia, and Chicago—have been closed down entirely. Juan Perez, Jr. & Rebecca Carballo, Education Department Documents Detail Massive Scope of Agency Worker Terminations, Politico (Mar. 12, 2025), <https://www.politico.com/news/2025/03/12/education-department-documents-detail-agencyworker-terminations-00226222>.

# STATE AG'S FILING

## INTRODUCTION

5. This massive RIF is not supported by any actual reasoning or specific determinations about how to eliminate purported waste in the Department—rather, the RIF is part and parcel of President Trump's and Secretary McMahon's opposition to the Department of Education's entire existence. The Administration's goal of eliminating the Department of Education by any means necessary has been plainly and repeatedly stated: President Trump called the Department "a big con job" and declared that he would "like to close it immediately." Michael C. Bender, Trump Is Said to Be Preparing Order That Aims to Eliminate Education Dept., The New York Times (Mar. 6, 2025), <https://www.nytimes.com/2025/03/06/us/politics/trumpededucation-department-executive-order.html>. He also stated that he would like Secretary McMahon to put herself "out of a job." Zachary B. Wolf, Trump and Musk are moving to smother these three pieces of the government, CNN (Feb. 5, 2025). Secretary McMahon has affirmed that "President Trump believes that the bureaucracy in Washington should be abolished so that we can return education to the states, where it belongs," and that she "wholeheartedly support[s] and agree[s] with this mission." Lexi Lonas Cochran, McMahon says she 'wholeheartedly' agrees with Trump plan to abolish Education Department, The Hill (Feb. 25, 2025), <https://thehill.com/homenews/education/5162816-mcmahon-abolish-education-departmenttrump/>

# STATE AG'S FILING

## INTRODUCTION

On March 3, 2025, Secretary McMahon asked employees to join her in “perform[ing] one final, unforgettable public service to future generations of students” by dismantling the Department of Education. Secretary McMahon: Our Department’s Final Mission, U.S. Department of Education (Mar. 3, 2025), <https://perma.cc/F7BT-MQ3D>. On the evening of March 11, Secretary McMahon stated that “the President’s mandate,” his “directive to me, clearly, is to shut down the Department of Education.” See Timotija, Education Secretary, cited *supra* ¶ 2.



# STATE AG'S FILING

## INTRODUCTION

6. But the Trump Administration cannot dismantle the Department of Education. It cannot override — whether through large-scale RIFs or otherwise — the statutory framework prescribing the Department’s responsibilities. As the Supreme Court put it nearly a century ago, “[t]o Congress under its legislative power is given the establishment of offices [and] the determination of their functions and jurisdiction.” *Myers v. United States*, 272 U.S. 52, 129 (1926). And, thus, administrative agencies “are creatures of statute.” *Nat’l Fed. of Indep. Bus. v. OSHA*, 595 U.S. 109, 117 (2022).

# STATE AG'S FILING

## INTRODUCTION

7. Past attempts to eliminate the Department of Education have reflected these limitations on executive power. President Reagan sought legislation to dismantle the Department of Education, which Congress did not pass. See Ronald Reagan, Address Before a Joint Session of the Congress Reporting on the State of the Union (Jan. 26, 1982) (“The budget plan I submit to you . . . will realize major savings by dismantling the Departments of Energy and Education.”), available at <https://nationalcenter.org/ncppr/2001/11/04/ronald-reagans-first-state-of-the-union1982>. Since then, numerous bills have been introduced to shutter the Department of Education. See Mona Vakilifathi, Why Trump is Trying to Reduce the Status of the Department of Education, Brookings Inst. (July 16, 2018), <https://www.brookings.edu/articles/why-trump-is-trying-to-reduce-the-status-of-the-department-of-education>. Each of these efforts reflects the uncontroversial understanding that only Congress may abolish an agency it created.

# STATE AG'S FILING

## INTRODUCTION

8. And while Congress has granted the Secretary of Education—though not the President—the authority to modestly restructure the Department of Education, she is expressly limited to “allocat[ing] or reallocat[ing] functions among the officers of the Department” or modifying “organizational entities within the Department as may be necessary or appropriate.” 20 U.S.C. § 3473(a). She is not permitted to eliminate or disrupt functions required by statute, nor can she transfer the Department’s responsibilities to another agency outside of its statutory authorization. *Id.*

9. Because neither the President nor his agencies can undo the many acts of Congress that authorize the Department, dictate its responsibilities, and appropriate funds for it to administer, the President’s directive to eliminate the Department of Education (“Directive”)—including through the March 11 decimation of the Department’s workforce and any other agency implementation—is an unlawful violation of the separation of powers, and the Executive’s obligation to take care that the law be faithfully executed.



# STATE AG'S FILING

## INTRODUCTION

10. The Department's implementation of the Directive, including through the March 11 RIF, is separately unlawful because it violates the Administrative Procedure Act (APA). It is arbitrary and capricious, and contrary to law.

11. For these reasons, Plaintiff States seek declaratory and injunctive relief against the Directive and any implementation of it by Secretary McMahon and the Department of Education, including the March 11 RIF.

# FORMER SECRETARY DUNCAN'S COMMENTS

March 13, 2025

“It is just a very concerning, disheartening time. There’s so much that is disingenuous here. This thing of moving things back to the states/ As you know 90% of the funding for middle-class education is already at the state and local level. The federal role is small and it’s important to understand what the federal role is – 6.6 million students who go to college on Federal Pell grants.

Any attempt to take away resources from our most vulnerable children who desperately need a great education to have a chance in life, to have a chance to enter mainstream society, to have a middle-class life would be just morally and educationally bankrupt quite frankly.”



LAST WEEK





[HOME](#) / [ABOUT US](#) / [NEWSROOM](#) / [SPEECHES](#)

## SPEECH

# Secretary McMahon: Our Department's Final Mission

MARCH 3, 2025

By: [Secretary Linda McMahon](#)

When I took the oath of office as Secretary of Education, I accepted responsibility for overseeing the U.S. Department of Education and those who work here. But more importantly, I took responsibility for supporting over 100 million American children and college students who are counting on their education to create opportunity and prepare them for a rewarding career.

I want to do right by both.

# SECRETARY MCMAHON'S FINAL MISSION

March 5, 2025

When I took the oath of office as Secretary of Education, I accepted responsibility for overseeing the U.S. Department of Education and those who work here. But more importantly, I took responsibility for supporting over 100 million American children and college students who are counting on their education to create opportunity and prepare them for a rewarding career.

I want to do right by both.

As you are all aware, President Trump nominated me to take the lead on one of his most momentous campaign promises to families. My vision is aligned with the President's: to send education back to the states and empower all parents to choose an excellent education for their children. As a mother and grandmother, I know there is nobody more qualified than a parent to make educational decisions for their children. I also started my career studying to be a teacher, and as a Connecticut Board of Education member and college trustee, I have long held that teaching is the most noble of professions. **As a businesswoman, I know the power of education to prepare workers for fulfilling careers.**

# SECRETARY MCMAHON'S FINAL MISSION

March 5, 2025

American education can be the greatest in the world. It ought not to be corrupted by political ideologies, special interests, and unjust discrimination. Parents, teachers, and students alike deserve better.

After President Trump's inauguration last month, he steadily signed a slate of executive orders to keep his promises: combatting critical race theory, DEI, gender ideology, discrimination in admissions, promoting school choice for every child, and restoring patriotic education and civics. He has also been focused on eliminating waste, red tape, and harmful programs in the federal government. The Department of Education's role in this new era of accountability is to restore the rightful role of state oversight in education and to end the overreach from Washington.

This restoration will profoundly impact staff, budgets, and agency operations here at the Department. In coming months, we will partner with Congress and other federal agencies to determine the best path forward to fulfill the expectations of the President and the American people. We will eliminate unnecessary bureaucracy so that our colleges, K-12 schools, students, and teachers can innovate and thrive.

# SECRETARY MCMAHON'S FINAL MISSION

March 5, 2025

This review of our programs is long overdue. The Department of Education is not working as intended. Since its establishment in 1980, taxpayers have entrusted the department with over \$1 trillion, yet student outcomes have consistently languished. Millions of young Americans are trapped in failing schools, subjected to radical anti-American ideology, or saddled with college debt for a degree that has not provided a meaningful return on their investment. Teachers are leaving the profession in droves after just a few years—and citing red tape as one of their primary reasons.

The reality of our education system is stark, and the American people have elected President Trump to make significant changes in Washington. **Our job is to respect the will of the American people and the President they elected, who has tasked us with accomplishing the elimination of bureaucratic bloat here at the Department of Education—a momentous final mission—quickly and responsibly.**

As I've learned many times throughout my career, disruption leads to innovation and gets results. We must start thinking about our final mission at the department as an overhaul—a last chance to restore the culture of liberty and excellence that made American education great. Changing the status quo can be daunting. But every staff member of this Department should be enthusiastic about any change that will benefit students.



# SECRETARY MCMAHON'S FINAL MISSION

March 5, 2025

True change does not happen overnight—especially the historic overhaul of a federal agency. Over the coming months, as we work hard to carry out the President's directives, we will focus on a positive vision for what American education can be.

These are our convictions:

1. Parents are the primary decision makers in their children's education.
2. Taxpayer-funded education should refocus on meaningful learning in math, reading, science, and history—not divisive DEI programs and gender ideology.
3. **Postsecondary education should be a path to a well-paying career aligned with workforce needs.**

# SECRETARY MCMAHON'S FINAL MISSION

March 5, 2025

Removing red tape and bureaucratic barriers will empower parents to make the best educational choices for their children. An effective transfer of educational oversight to the states will mean more autonomy for local communities. Teachers, too, will benefit from less micromanagement in the classroom—enabling them to get back to basics.

I hope each of you will embrace this vision going forward and use these convictions as a guide for conscientious and pragmatic action. **The elimination of bureaucracy should free us, not limit us, in our pursuit of these goals.** I want to invite all employees to join us in this historic final mission on behalf of all students, with the same dedication and excellence that you have brought to your careers as public servants.

**This is our opportunity to perform one final, unforgettable public service to future generations of students. I hope you will join me in ensuring that when our final mission is complete, we will all be able to say that we left American education freer, stronger, and with more hope for the future.**

**THIS JUST IN**

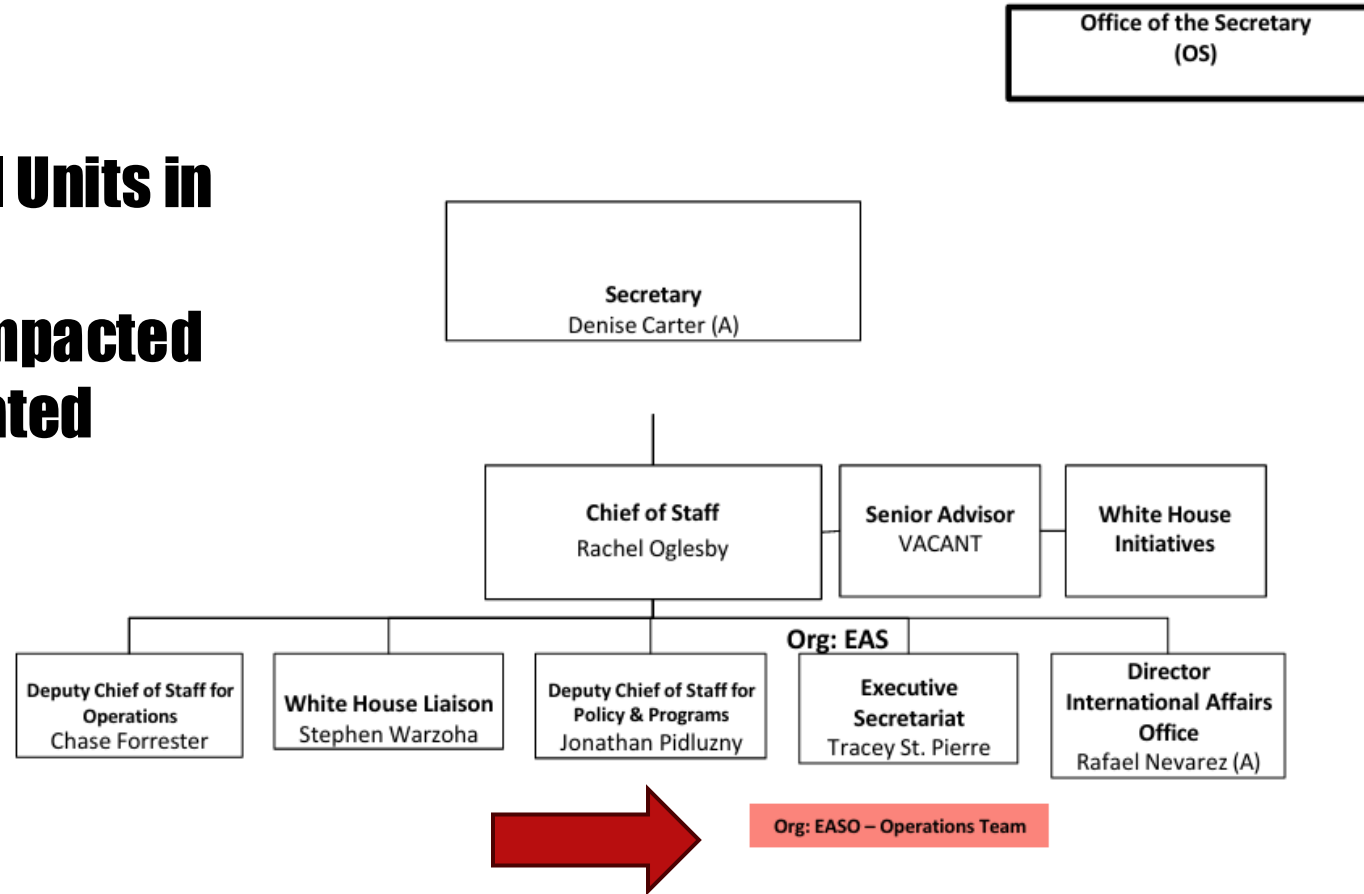


## U.S. Department of Education Organizational Charts

Version Date – March 11, 2025

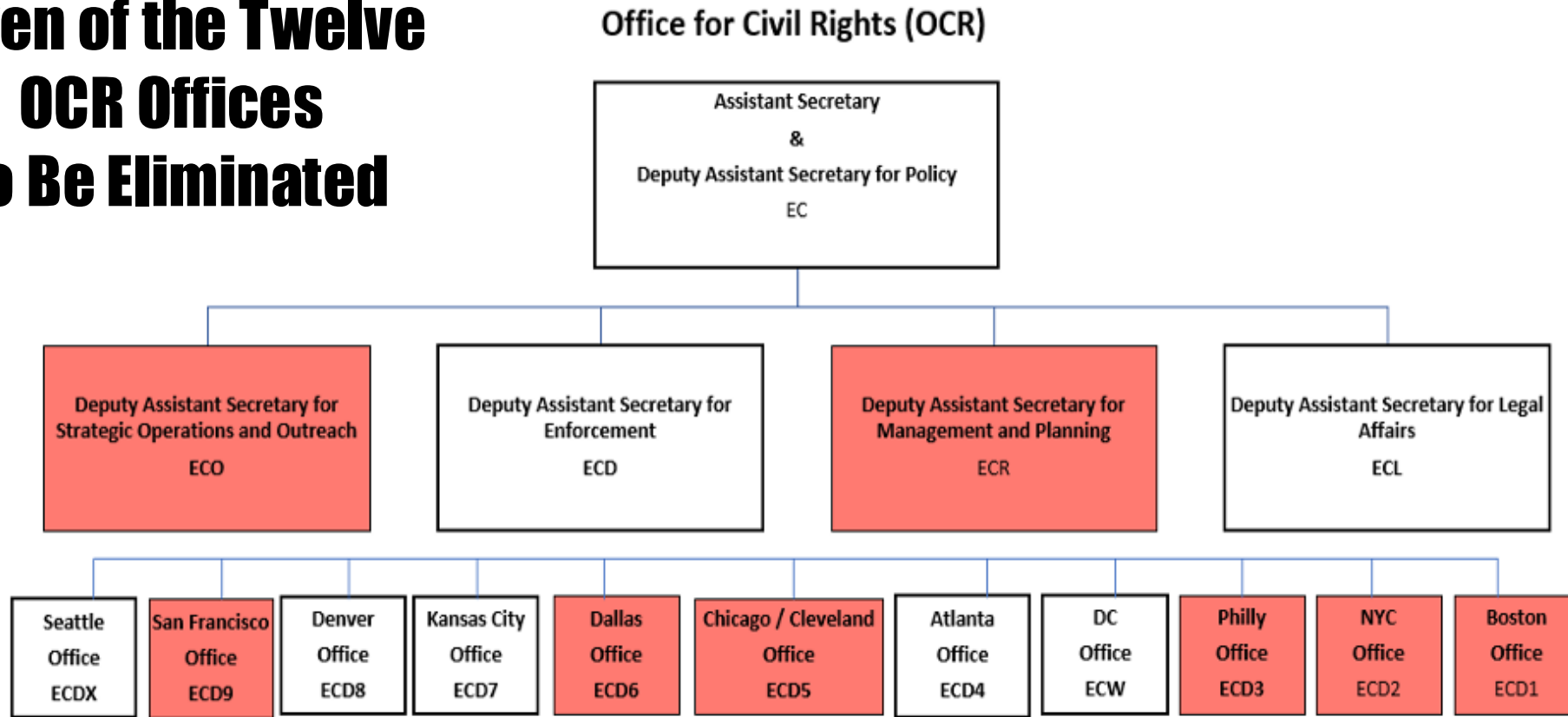


**Organizational Units in  
RED  
To Be Either Impacted  
Or Eliminated**

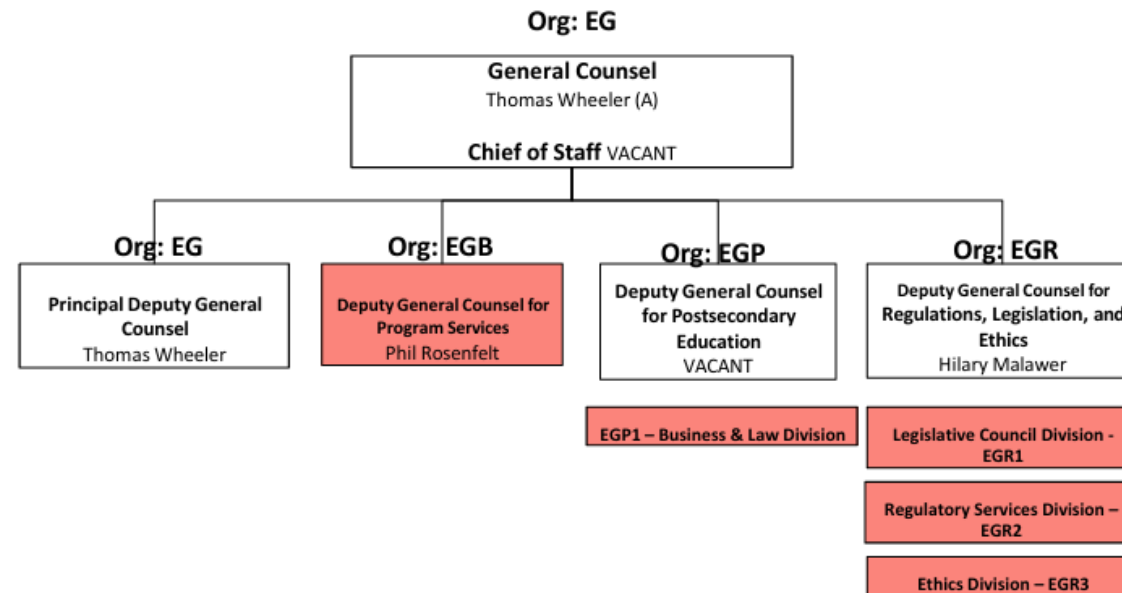


Office for Civil Rights (OCR)

## Seven of the Twelve OCR Offices To Be Eliminated



## Office of the General Counsel (OGC)



Office of the Under  
Secretary (OUS)

ORG: EE

Under Secretary

Office of Career, Technical & Adult  
Education (OCTAE)  
Gregory Fortelny (A)

Office of Postsecondary  
Education (OPE)  
James Bergeron (D)

Federal Student Aid (FSA)  
Denise Carter (D)





**For Official Use Only**

February 2025

**Office of Postsecondary Education  
(OPE)**

**Office of Postsecondary Education**

**James Bergeron (D)\***

**\*Delegated the Authority to Perform the  
Functions and Duties of the Assistant Secretary  
Chief of Staff  
(vacant)**

**Office of Postsecondary Education**

**Management & Planning**

(EP)

**Deputy Assistant Secretary  
Tiwanda Burse**

**Executive Office**

(EP1)

**Executive Officer  
LaKisha Reid**

**Management Support Unit**

(EP2)

**Director  
(vacant)**

**Policy, Planning & Innovation**

(EPA)

**Deputy Assistant Secretary  
Victor Shirley**

**Policy Development, Analysis & Accreditation Service**

(EPAE)

**Senior Director  
Scott Prince  
Administrative and Auxiliary Services  
Director - Valerie Lefor**

**Policy Coordination Group**

(EPAC)

**Director  
Terry Abernathy**

**Policy Development Group**

(EPAD)

**Director  
(vacant)**

**Accreditation Group**

(EPAC)

**Director  
Elizabeth Duggett**

**Policy Analysis & Forecasting Group**

(EPAC)

**Director  
(vacant)**

**Special Initiatives Group**

(EPAC)

**Director  
(vacant)**

**International & Foreign Language Education**

(EPF)

**Deputy Assistant Secretary  
(vacant)**

**International & Foreign Language Education**

(EPF)

**Senior Director  
Cheryl Gibbs**

**Advanced Training & Research**

(EPFR)

**Director  
Sarah Beaton**

**International Studies Group**

(EPFS)

**Director  
Gary Lima**

**Higher Education Programs**

(EPH)

**Deputy Assistant Secretary  
Gaby Watts**

**Institutional Service**

(EPHF)

**Senior Director  
James Lewis (Acting)**

**Institutional Group A**

(EPHF)

**Director  
James Lewis**

**Institutional Group B**

(EPHF)

**Director  
(vacant)**

**Institutional Group C**

(EPHF)

**Director  
Stacey Siljeovic**

**Fund for the Improvement of  
Postsecondary Education**

(EPHF)

**Director  
(vacant)**

**Institutional Programs Development  
Group**

(EPHF)

**Director  
(vacant)**

**Student Service**

(EPHS)

**Senior Director  
James Davis (Acting)**

**Student Group A**

(EPHS)

**Director  
Sharon Easterling**

**Student Group B**

(EPHS)

**Director  
James Davis**

**Student Group B**

(EPHS)

**Director  
ReShane Moore**

**Student Group C**

(EPHS)

**Director  
(vacant)**

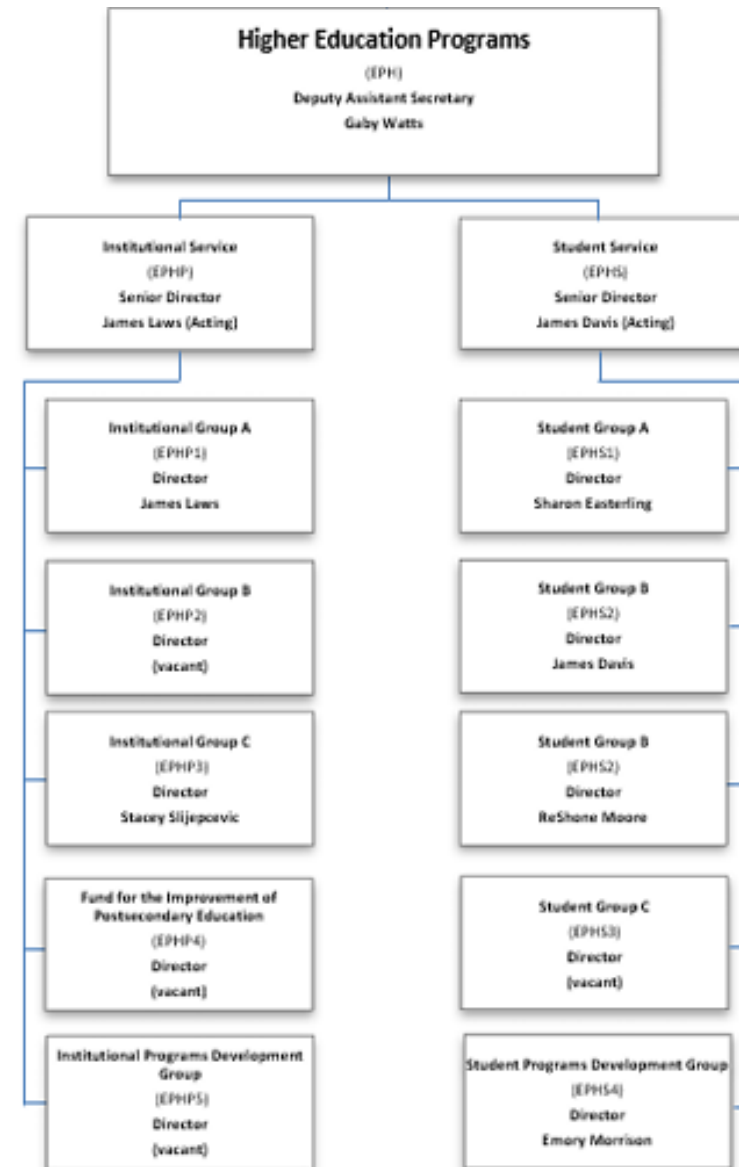
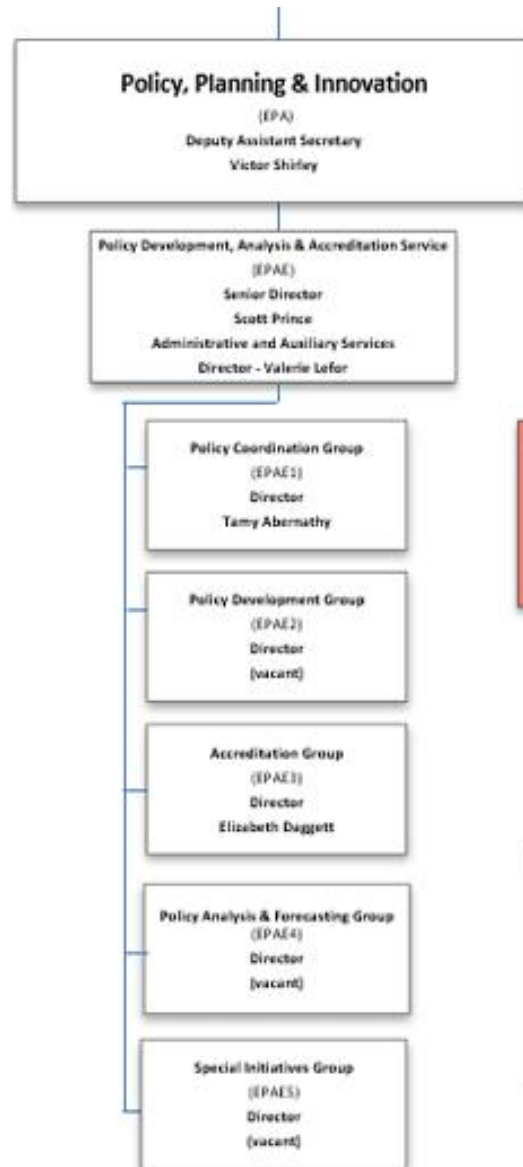
**Student Programs Development Group**

(EPHS)

**Director  
Emory Morrison**

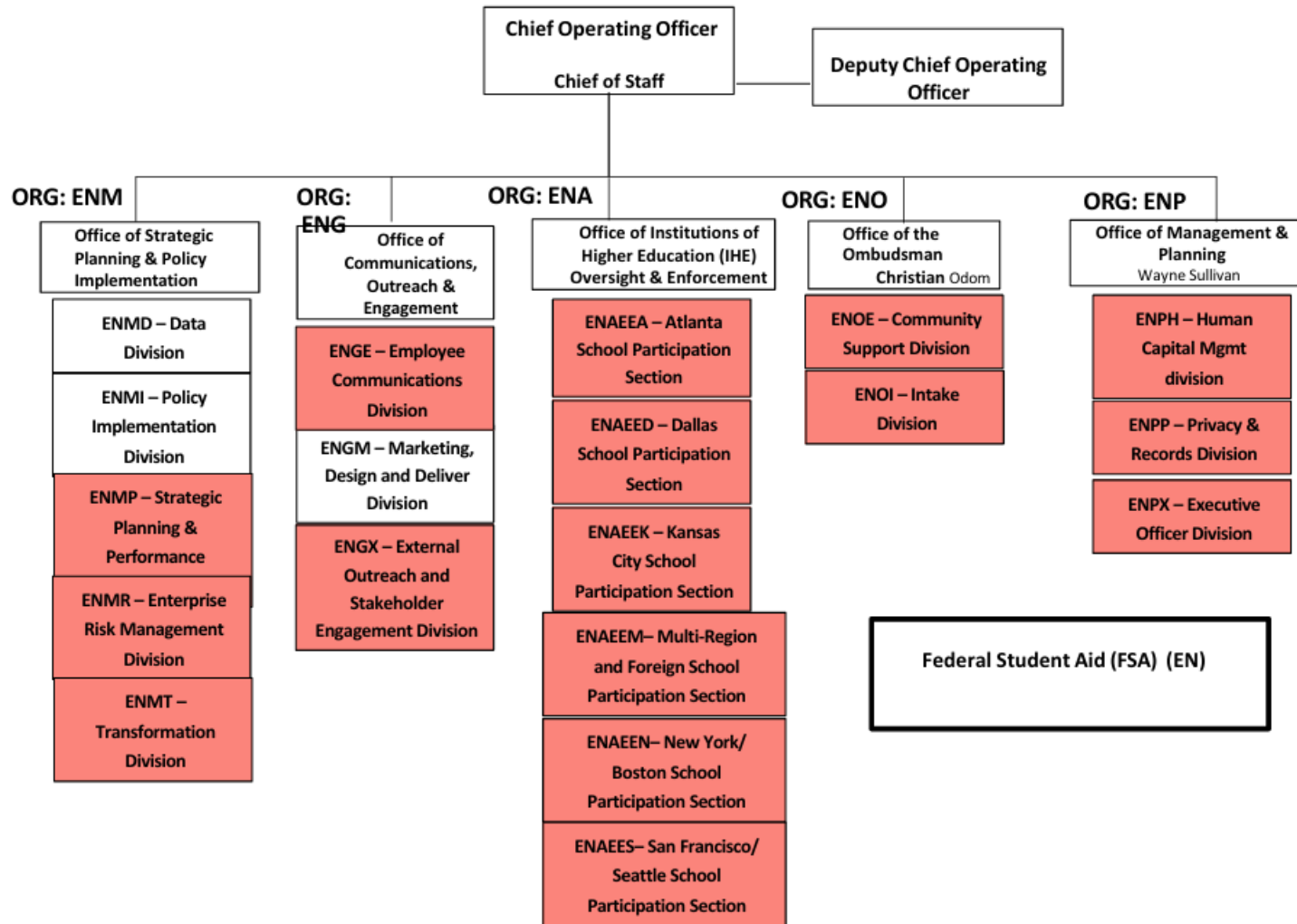
**Boards and Committees**

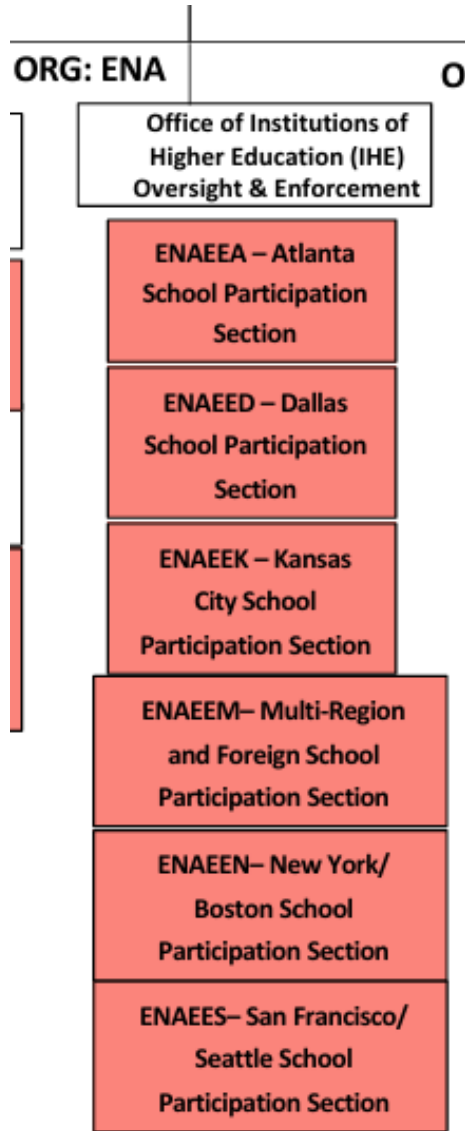
Jacob K. Javits Fellow Program Fellowship Board  
National Advisory Committee on Institutional Quality and Integrity- George Smith, Executive Director (reports  
directly to Senior Director of Policy Development, Analysis & Accreditation Service)  
National Committee on Foreign Medical Education and Accreditation- George Smith, Executive Director (reports  
directly to Senior Director of Policy Development, Analysis & Accreditation Service)  
Historically Black College and University Capital Financing Advisory Board- Donald Watson, Executive Director  
(reports directly to Senior Director of Institutional Service)  
National Board of the Fund for the Improvement of Postsecondary Education



## Organizational Charts

## U.S. Department of Education





## School Participation Division

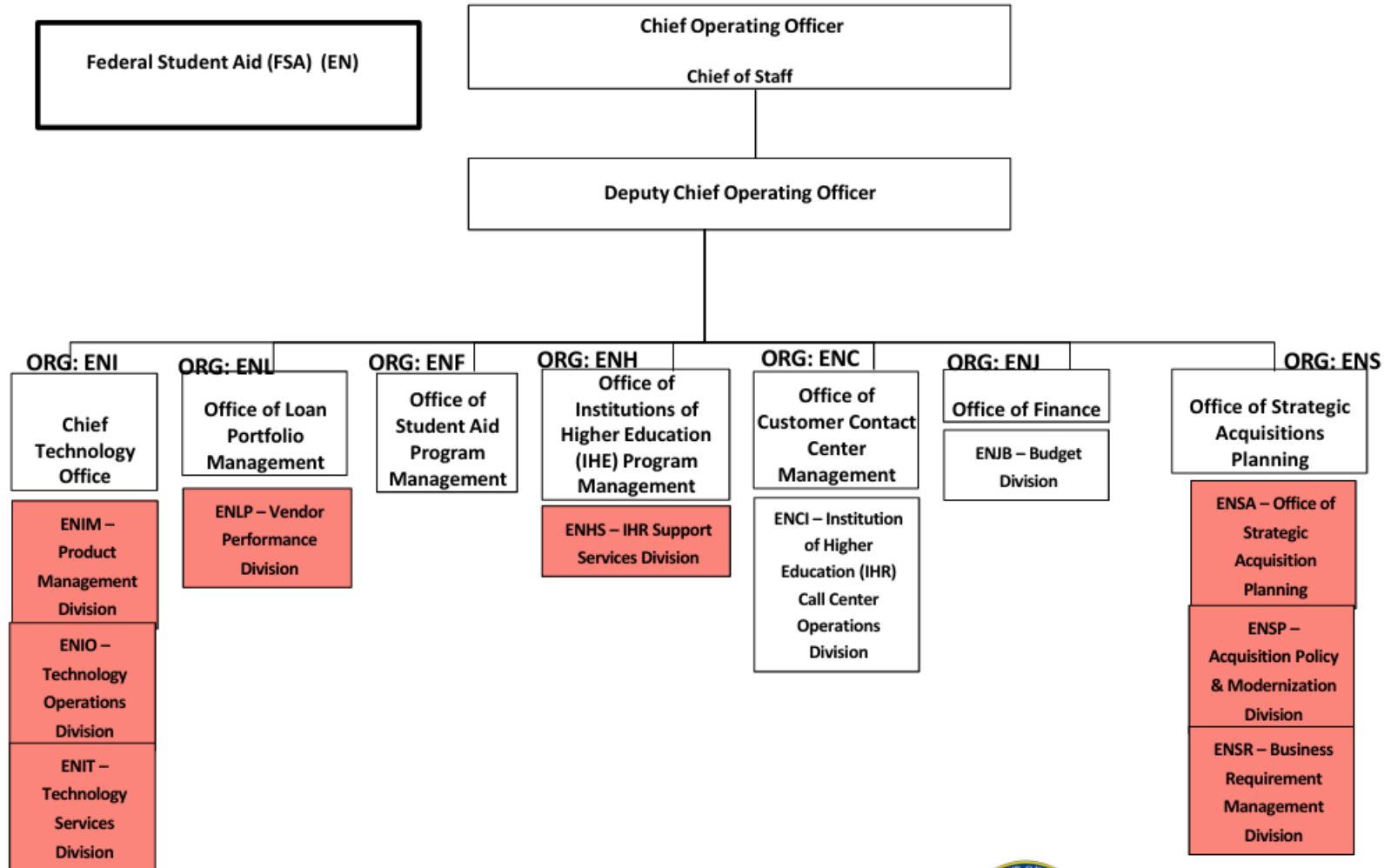
CSPEN has been in communication with Department of Education leadership and they have stated that the individuals who are impacted by the RIF will continue to have access to their emails and are responsible for assisting institutions in redirecting all urgent discussions, approvals, negotiations et. al.

Furthermore, the Department leadership shared that the Department is already developing additional guidance and information which will be shared with the higher education community in the weeks ahead.



## Organizational Charts

## U.S. Department of Education

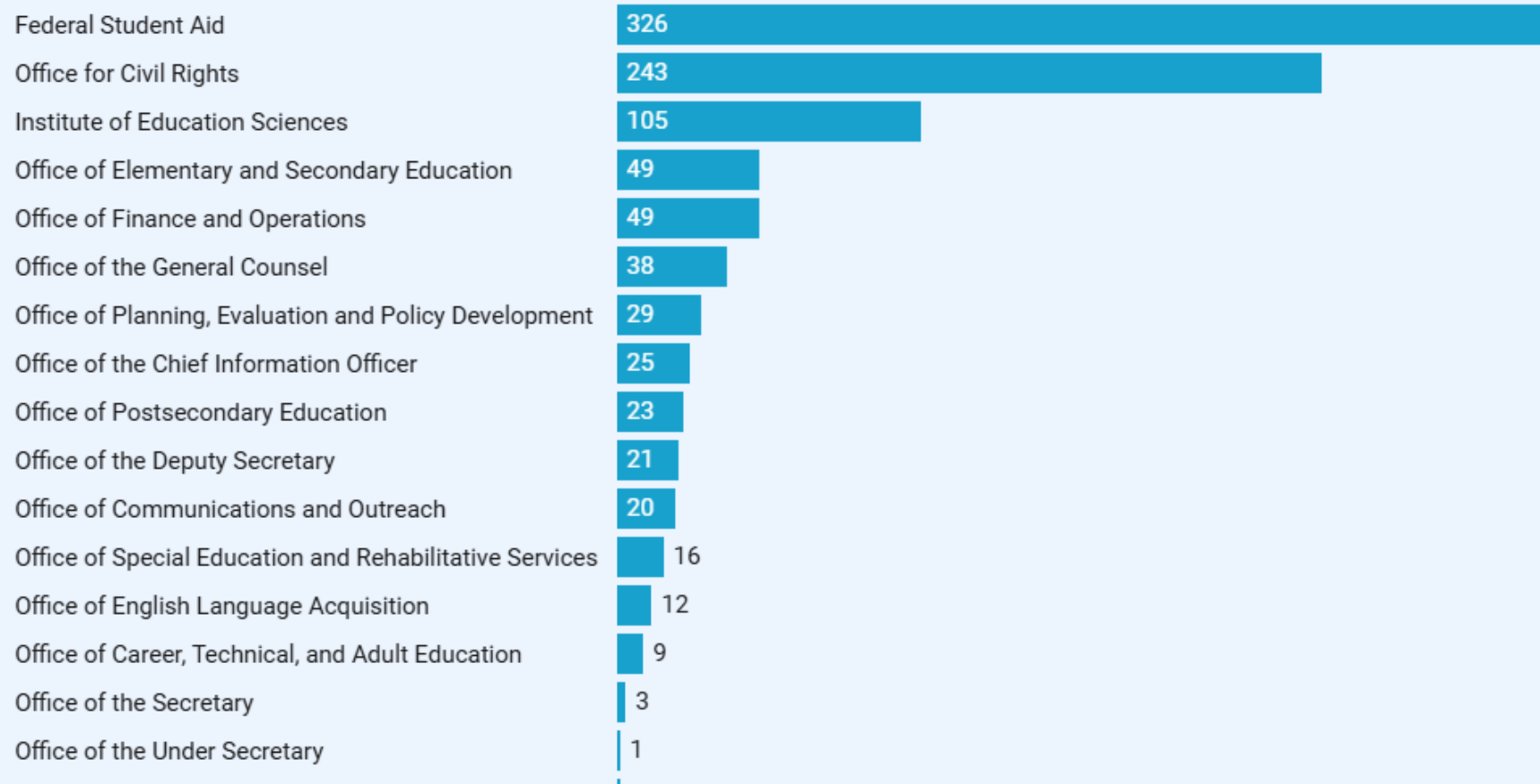




**MORE**  
**DETAILS**

## A Snapshot of who Got Cut at ED on March 11

The number of employees who received notification they were being put on leave.





**SECRETARY OF EDUCATION  
LINDA MCMAHON**



# SECRETARY MCMAHON'S OPENING STATEMENT AT CONFIRMATION HEARING

February 13, 2025

Thank you, Chairman Cassidy, Ranking Member Sanders, and the distinguished members of the committee. I'm honored to have your consideration to serve as the Secretary of the Department of Education.

And I would like to thank both Senators Scott and Britt for their introductions, and for the opportunity to welcome my friends and family – thank you all so much for being here today.

I would also like to thank President Trump for his confidence in me to lead a Department whose mission and authority were a special focus of his campaign. He pledged to make American education the best in the world, return education to the states where it belongs, and free American students from the education bureaucracy through school choice. November proved that Americans overwhelmingly support the President's vision—and I am ready to enact it.



# SECRETARY MCMAHON'S OPENING STATEMENT AT CONFIRMATION HEARING

February 13, 2025

Education is the issue that determines our national success and prepares American workers to win the future. I've been passionate about education since my earliest college days, when I studied to earn a teaching credential. This has continued through my business career as a Connecticut State board of education member, as a university trustee, and as the chair of the America First Policy Institute, which advocates for workforce development, parental choice, and accountability in higher education. Most importantly, I'm also a mother and grandmother—and I join millions of American parents who want better schools for our kids and grandkids.

The legacy of our nation's leadership in education is one that every person in this room embraces with pride.

Unfortunately, many Americans today are experiencing a system in decline.

The latest scores from the Nation's Report Card show achievement in K12 math and reading at their lowest levels since 1971, the first year of testing. **More than two thirds of public colleges are beset by violent crime on campus every year.** And most tragically, student suicide rates have dramatically increased over the last two decades.

# SECRETARY MCMAHON'S OPENING STATEMENT AT CONFIRMATION HEARING

February 13, 2025

We can do better:

- For the elementary and junior high student by teaching basic reading and mathematics.
- For the college freshman facing censorship or antisemitism on campus.
- And for parents and grandparents who worry that their children and grandchildren are no longer taught American values and true history.

**In many cases, our wounds are caused by the excessive consolidation of power in our federal education establishment.**

# SECRETARY MCMAHON'S OPENING STATEMENT AT CONFIRMATION HEARING

February 13, 2025

The remedy?

- Fund education freedom, not government-run systems.
- Listen to parents, not politicians.
- **Build up careers, not college debt.**
- Empower states, not special interests.
- Invest in teachers, not Washington bureaucrats.

# SECRETARY MCMAHON'S OPENING STATEMENT AT CONFIRMATION HEARING

February 13, 2025

If confirmed as Secretary, **I will work with Congress to reorient the Department toward helping educators, not controlling them.**

My experience as a business owner and leader of the Small Business Administration, as a public servant in the state of Connecticut, and **more than a decade of service as a college trustee has taught me to put parents, teachers, and students, not bureaucracy, first.** Outstanding teachers are tired of political ideology in their curriculum and red tape on their desks. This is why school choice is a growing movement across the nation: it offers teachers and parents an alternative to classrooms that are micromanaged from Washington, DC.

**We should also emphasize career-focused education, especially in cutting-edge STEM fields where American companies need high-skill employees. Our workers deserve more postsecondary pathways: career-aligned programs, apprenticeships and on-the job learning, and jobs in tech, skilled trades, and healthcare for non-college degree holders.**

# SECRETARY MCMAHON'S OPENING STATEMENT AT CONFIRMATION HEARING

February 13, 2025

Those who do attend college deserve transparent costs and courses of study aligned to workforce demand. The United States is the world leader by far in emerging technologies like AI and blockchain—and we need to invest in American students who want to become tech pioneers. We should encourage innovative new institutions, develop smart accountability systems, and tear down barriers to entry so that students have real choice and universities are not saddling future families with insurmountable debt.

We must protect all students from discrimination and harassment. If I am confirmed, the Department will not stand idly by while Jewish students are attacked and discriminated against. It will stop forcing schools to let boys and men into female sports and spaces. And it will protect the rights of parents to direct the moral education of their children.

The opportunity before us these next four years is momentous. I look forward to working with this committee, our nation's parents, teachers, and students, and education leaders from all political perspectives to build a better future for every American learner.



# SECRETARY MCMAHON'S OPENING STATEMENT AT CONFIRMATION HEARING

March 5, 2025

When I took the oath of office as Secretary of Education, I accepted responsibility for overseeing the U.S. Department of Education and those who work here. But more importantly, I took responsibility for supporting over 100 million American children and college students who are counting on their education to create opportunity and prepare them for a rewarding career.

I want to do right by both.

As you are all aware, President Trump nominated me to take the lead on one of his most momentous campaign promises to families. My vision is aligned with the President's: to send education back to the states and empower all parents to choose an excellent education for their children. As a mother and grandmother, I know there is nobody more qualified than a parent to make educational decisions for their children. I also started my career studying to be a teacher, and as a Connecticut Board of Education member and college trustee, I have long held that teaching is the most noble of professions. **As a businesswoman, I know the power of education to prepare workers for fulfilling careers.**

**WHAT  
COULD  
BE  
NEXT?**











# **LEGISLATIVE UPDATE**

Union Calendar No. 1

119TH CONGRESS  
1ST SESSION

# H. CON. RES. 14

[Report No. 119-4]

 **CONTINUING RESOLUTION**

Establishing the congressional budget for the United States Government for  
... appropriate budgetary levels for

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 18, 2025





## HOW DOES BUDGET RECONCILIATION WORK?

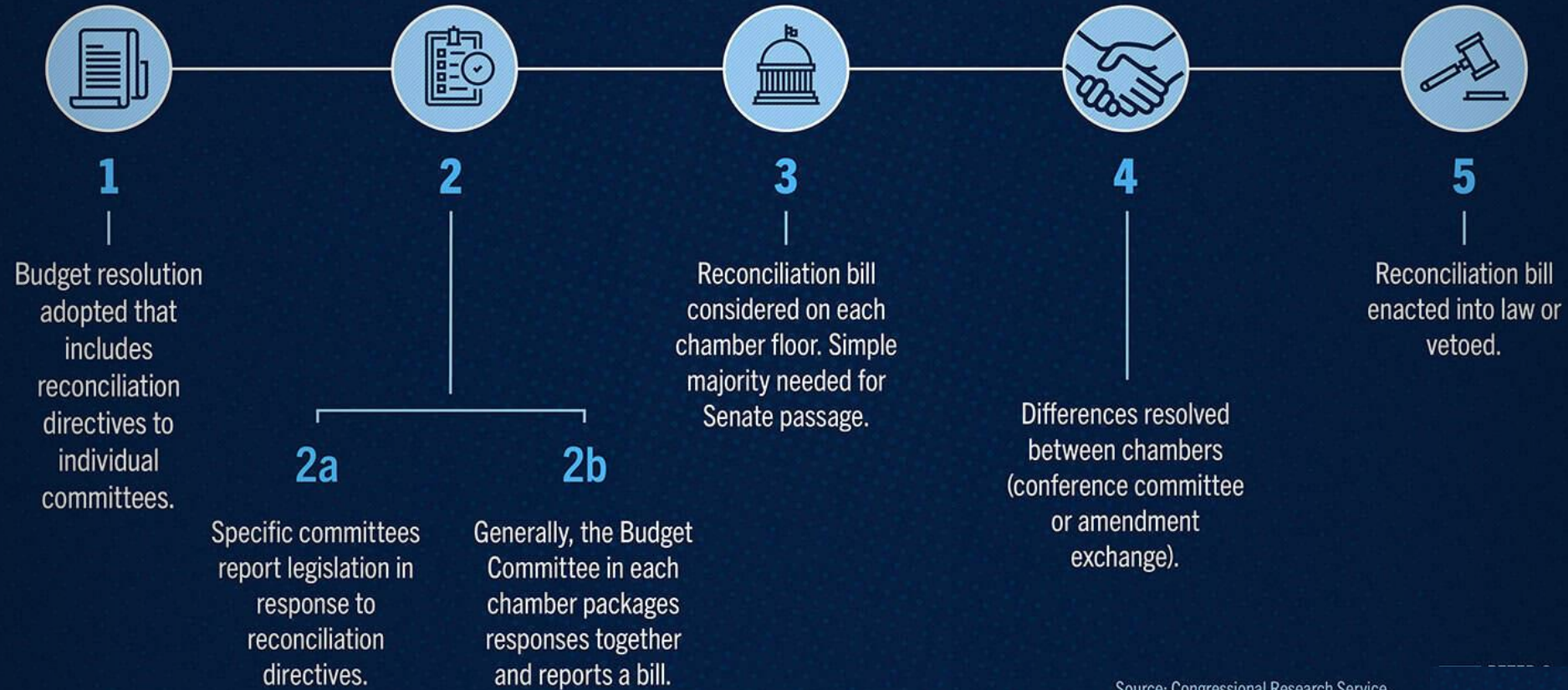


# BUDGET RECONCILIATION





# HOW DOES BUDGET RECONCILIATION WORK?



Source: Congressional Research Service.

# CHANGES IN 10-YEAR DEFICIT HOUSE BUDGET RECONCILIATION INSTRUCTIONS

*Billions of dollars*

Committee		Increase or decrease (-) in deficits, 2025-2034
Decreases in Mandatory Spending		-2,002
	Agriculture	-230
	Education and Workforce	-330
	Energy and Commerce	-880
	Financial Services	-1
	Natural Resources	-1
	Oversight and Government Reform	-50
	Transportation and Infrastructure	-10
	Unspecified committee	-500

The U.S. House and Senate are currently attempting to work out the differences on the overall instructions to the Committees.

Once these instructions, and savings requirements, are determined it will then be up to the Committees to develop legislation to achieve the savings.

This opens up the door for considerable revisions to the HEA. A road-map as to how the Republicans could achieve the savings includes the proposals contained within the previously introduced College Cost Reduction Act.

# EXECUTIVE ORDERS



▢ PRESIDENTIAL ACTIONS

## Restoring Public Service Loan Forgiveness

The White House | March 7, 2025



# RESTORING PUBLIC SERVICE LOAN FORGIVENESS

March 7, 2025

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. Purpose. In 2007, the Congress established the Public Service Loan Forgiveness (PSLF) Program to encourage Americans to enter the public service sector by promising to forgive their remaining student loans after they completed 10 years of service in those jobs while making 10 years of minimum payments.

The prior administration abused the PSLF Program through a waiver process, using taxpayer funds to pay off loans for employees still years away from the statutorily required number of payments. Moreover, instead of alleviating worker shortages in necessary occupations, the PSLF Program has misdirected tax dollars into activist organizations that not only fail to serve the public interest, but actually harm our national security and American values, sometimes through criminal means. The PSLF Program also creates perverse incentives that can increase the cost of tuition, can load students in low-need majors with unsustainable debt, and may push students into organizations that hide under the umbrella of a non-profit designation and degrade our national interest, thus requiring additional Federal funding to correct the negative societal effects caused by these organizations' federally subsidized wrongdoing.

<https://www.whitehouse.gov/presidential-actions/2025/03/restoring-public-service-loan-forgiveness/>

# RESTORING PUBLIC SERVICE LOAN FORGIVENESS

March 7, 2025

As President of the United States, I have a duty to protect, preserve, and defend the Constitution and our national security, which includes ending the subsidization of illegal activities, including illegal immigration, human smuggling, child trafficking, pervasive damage to public property, and disruption of the public order, which threaten the security and stability of the United States. Accordingly, it is the policy of my Administration that individuals employed by organizations whose activities have a substantial illegal purpose shall not be eligible for public service loan forgiveness.

<https://www.whitehouse.gov/presidential-actions/2025/03/restoring-public-service-loan-forgiveness/>

# RESTORING PUBLIC SERVICE LOAN FORGIVENESS

March 7, 2025

Sec. 2. Restoring Public Service Loan Forgiveness. The Secretary of Education shall propose revisions to 34 C.F.R. 685.219, Public Service Loan Forgiveness Program, in coordination with the Secretary of the Treasury as appropriate, that ensure the definition of “public service” excludes organizations that engage in activities that have a substantial illegal purpose, including:

- (a) aiding or abetting violations of 8 U.S.C. 1325 or other Federal immigration laws;
- (b) supporting terrorism, including by facilitating funding to, or the operations of, cartels designated as Foreign Terrorist Organizations consistent with 8 U.S.C. 1189, or by engaging in violence for the purpose of obstructing or influencing Federal Government policy;
- (c) child abuse, including the chemical and surgical castration or mutilation of children or the trafficking of children to so-called transgender sanctuary States for purposes of emancipation from their lawful parents, in violation of applicable law;
- (d) engaging in a pattern of aiding and abetting illegal discrimination; or
- (e) engaging in a pattern of violating State tort laws, including laws against trespassing, disorderly conduct, public nuisance, vandalism, and obstruction of highways.

<https://www.whitehouse.gov/presidential-actions/2025/03/restoring-public-service-loan-forgiveness/>

# RESTORING PUBLIC SERVICE LOAN FORGIVENESS

March 7, 2025

Sec. 3. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

- (i) the authority granted by law to an executive department or agency, or the head thereof; or
- (ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.



# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

IMPLEMENTING  
THE PRESIDENT'S  
“DEPARTMENT  
OF GOVERNMENT  
EFFICIENCY” COST



# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

# COMMENCING THE REDUCTION OF THE FEDERAL BUREAUCRACY

EXECUTIVE ORDER

February 19, 2025

# **EXECUTIVE ORDERS**

PRESIDENT'S  
“DEPARTMENT OF  
GOVERNMENT  
EFFICIENCY”  
DEREGULATORY  
INITIATIVE

# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

# ENSURING ACCOUNTABILITY FOR ALL AGENCIES

EXECUTIVE ORDER

February 18, 2025



# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

## KEEPING EDUCATION ACCESSIBLE AND ENDING COVID-19 VACCINE MANDATES IN SCHOOLS

EXECUTIVE ORDER

February 15, 2025

# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

## CAREER AND TECHNICAL EDUCATION MONTH, 2025

February 3, 2025



# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

## CAREER AND TECHNICAL EDUCATION MONTH, 2025

February 3, 2025

# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

# UNLEASHING PROSPERITY THROUGH DEREGULATION

EXECUTIVE ORDER

January 31, 2025

# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

## ADDITIONAL MEASURES TO COMBAT ANTI-SEMITISM

EXECUTIVE ORDER

January 29, 2025



# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

## EXPANDING EDUCATIONAL FREEDOM AND OPPORTUNITY FOR FAMILIES

EXECUTIVE ORDER

January 29, 2025



# EXECUTIVE MEMOS




THE DIRECTOR

EXECUTIVE OFFICE OF THE PRESIDENT  
OFFICE OF MANAGEMENT AND BUDGET  
WASHINGTON, D.C. 20503

January 27, 2025

M-25-13

## MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: Matthew J. Vaeth, Acting Director, Office of Management and Budget 

SUBJECT: Temporary Pause of Agency Grant, Loan, and Other Financial Assistance Programs

The American people elected Donald J. Trump to be President of the United States and gave him a mandate to increase the impact of every federal taxpayer dollar. In Fiscal Year 2024, of the nearly \$10 trillion that the Federal Government spent, more than \$3 trillion was Federal financial assistance, such as grants and loans. Career and political appointees in the Executive Branch have a duty to align Federal spending and action with the will of the American people as expressed through Presidential priorities. Financial assistance should be dedicated to advancing Administration priorities, focusing taxpayer dollars to advance a stronger and safer America, eliminating the financial burden of inflation for citizens, unleashing American energy and manufacturing, ending “wokeness” and the weaponization of government, promoting efficiency in government, and Making America Healthy Again. The use of Federal resources to advance Marxist equity, transgenderism, and green new deal social engineering policies is a waste of taxpayer dollars that does not improve the day-to-day lives of those we serve.

This memorandum requires Federal agencies to identify and review all Federal financial assistance<sup>1</sup> programs and supporting activities consistent with the President’s policies and requirements.<sup>2</sup> For example, during the initial days of his Administration, President Donald J. Trump issued a series of executive orders to protect the American people and safeguard valuable taxpayer resources, including *Protecting the American People Against Invasion* (Jan. 20, 2025), *Reevaluating and Realigning United States Foreign Aid* (Jan. 20, 2025), *Putting America First in International Environmental Agreements* (Jan. 20, 2025), *Unleashing American Energy* (Jan. 20, 2025), *Ending Radical and Wasteful Government DEI Programs and Preferencing* (Jan. 20,

<sup>1</sup> 2 CFR 200.1 defines Federal financial assistance to mean “[a]ssistance that recipients or subrecipients receive or administer” in various forms, but this term does not include assistance provided directly to individuals. For the purposes of this memorandum, Federal financial assistance includes: (i) all forms of assistance listed in paragraphs (1) and (2) of the definition of this term at 2 CFR 200.1; and (ii) assistance received or administered by recipients or subrecipients of any type except for assistance received directly by individuals.

<sup>2</sup> Nothing in this memo should be construed to impact Medicare or Social Security benefits.

# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

## ENDING ILLEGAL DISCRIMINATION AND RESTORING MERIT- BASED OPPORTUNITY

January 21, 2025



# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

REFORMING THE  
FEDERAL HIRING  
PROCESS AND  
RESTORING MERIT TO  
GOVERNMENT SERVICE

# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

## ENDING RADICAL AND WASTEFUL GOVERNMENT DEI PROGRAMS AND PREFERENCING

EXECUTIVE ORDER

January 20, 2025



# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

DEFENDING WOMEN  
FROM GENDER IDEOLOGY  
EXTREMISM AND  
RESTORING BIOLOGICAL  
TRUTH TO THE

# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

## ESTABLISHING AND IMPLEMENTING THE PRESIDENT'S “DEPARTMENT OF GOVERNMENT EFFICIENCY”

EXECUTIVE ORDER

January 20, 2025

# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

## RESTORING ACCOUNTABILITY FOR CAREER SENIOR EXECUTIVES

January 20, 2025



# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

RESTORING  
ACCOUNTABILITY TO  
POLICY-INFLUENCING  
POSITIONS WITHIN THE  
FEDERAL WORKFORCE



# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

## HIRING FREEZE

January 20, 2025

# EXECUTIVE ORDERS



PRESIDENTIAL ACTIONS

## REGULATORY FREEZE PENDING REVIEW

January 20, 2025

**WHAT  
COULD  
BE  
NEXT?**





