

Policy Title: Stipends

Impact: Employees

Responsibility: Human Resources

Effective Date: 05/31/2000

Revised Date:

Reviewed Date: 4/30/2023

Relates to Procedure:

Legal Citation(s):

I. Policy Narrative

In general, North Idaho College employees may be considered for additional compensation in the form of a stipend under the following circumstances:

- A. When overtime pay is inappropriate or when a category of employee is ineligible for overtime pay as provided under the Fair Labor Standards Act.
- B. When an employee is asked to perform significant additional duties for a period of at least five weeks.
- C. When the significant additional duties performed will not become a permanent part of the employee's assignment.
- D. When the significant additional duties performed would not reasonably be considered a part of the "additional duties as assigned" clause in the employee's contract.