

## **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):**

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### **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.