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

1. When overtime pay is inappropriate or when a category of employee is ineligible for overtime pay as provided under the Fair Labor Standards Act.
2. When an employee is asked to perform significant additional duties for a period of at least five weeks.
3. When the significant additional duties performed will not become a permanent part of the employee’s assignment.
4. 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.