Our Northland Diocese Independent Contractor Rates

Articles

*Our Northland Diocese* compensates freelancers at the rate of $0.15/word for news and feature stories. The word count in these articles is the number of words in the edited version of the article, as determined by the Word Count feature in Microsoft Word. The edited version of the article is what is produced by the editorial staff of *Our Northland Diocese* by revising the work submitted by the freelancer, making appropriate changes for punctuation, grammar, and style, among other things. The edited version of the article exists prior to copy-fitting the article on the page and proofing it.

When an article is assigned, the editorial staff will also assign a word count. At his or her discretion, a freelancer may exceed this count by a modest amount if he believes the story merits it. However, the editorial staff reserves the right to reduce the length of articles down to the assigned word count. They will only reduce it further if there is content in the article that, in their judgment, is not germane to the story.

*Our Northland Diocese* expects reprint permission for accepted articles as well as permission for publishing on digital channels of communication (i.e., website and social media use).

Photographs

When an article is assigned, the newspaper will pay a negotiable sum (usually $50) for all rights to the images taken for an assignment. The editorial staff will tell the freelancer how many photographs they would like in conjunction with each assignment. They will also provide all relevant information necessary to complete the assignment, including date, time, location, key people and the intended photo content or perspective. The editorial staff will determine, at their sole discretion, whether the photographs submitted by a freelancer are accepted for publication.

*Our Northland Diocese* reserves the right to publish the accepted photographs as many times as it wishes in print and/or through digital channels of communication (i.e., website and social media use).

Kill Fee

*Our Northland Diocese* pays freelancers a one-time payment of $30 per assignment if, for any reason, it chooses not to publish an article and/or the photographs associated with that assignment.

Mileage

*Our Northland Diocese* pays freelancers a mileage rate of 57.5 cents per mile to compensate for the travel associated with covering events and/or face to face interviews that are required for the writing of feature stories.