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District 77 Policy 472

472 EMPLOYEE PUBLICATIONS, INSTRUCTIONAL MATERIALS, INVENTIONS AND CREATIONS

I. PURPOSE

This policy identifies and reserves the proprietary rights of the school district and employee to publications, instructional materials, inventions and creations that employees may develop or create, or assist in developing or creating while employed by the school district.

II. GENERAL STATEMENT OF POLICY

Unless otherwise agreed upon and put in writing, all employee intellectual property as defined above will be have joint copyright ownership. The following provisions apply:

- A. Neither party may place any restrictions on its use by the other party.
- B. Both parties may use the work for commercial purposes (sell it, sell it as part of a larger commercial work like a book or for-pay course, use it in presentations/workshops for which an honorarium is given, etc.).
- C. Neither party may make claims to any profits made by the other party.
- D. Neither party may limit the other party's right to assign a Creative Commons license, however neither party may place the work in the Public Domain without the written consent of the other party.
- E. The teacher may continue to use work when he/she leaves employment with the district.
- F. The district may continue to use the material after the teacher is no longer employed.

Work performed by employees for projects involving other agencies may be subject to different IP ownership rules.

III. NOTICE OF POLICY

The school district will provide employees with notice of this policy through its inclusion in its board policy manual.

Legal References: 17 U.S.C. § 101 et seq. (Copyrights)
Minn. Stat. § 181.78 (Agreements; Terms Relating to Inventions)

Cross References: