

Policy Title	Policy Number	Date Approved/Revised
Intellectual Property Rights	409	4/22/08 Revised: 9/25/18 Revised: 5/21/19

1) General Statement of Policy

Unless the employee develops, creates or assists in developing or creating a publication, instructional material, computer program, invention or creation entirely on the employee's own time and without the use of any school district facilities or equipment, the employee shall immediately disclose and, on demand of the school district, assign rights to the district during the term of employee's employment and for ten years thereafter. In addition, employees shall sign such documents and perform such other acts as may be necessary to secure the rights of the school district relating to such publications, instructional materials, computer programs, materials posted on websites, inventions and/or creations, including domestic and foreign patents and copyrights.

2) Notice of Policy

The school district shall give employees notice of this policy by such means as are reasonably likely to inform them of this policy.

Rationale: *The purpose of this policy is to identify and reserve the proprietary rights of the school district to certain publications, instructional materials, inventions, and creations which employees may develop or create, or assist in developing and creating, while employed by the school district.*

Adoption and Revision History	Incorporated Policies
Policy 409 EMPLOYEE PUBLICATIONS, INSTRUCTIONAL MATERIALS, INVENTIONS AND CREATIONS	Replaces Policy: None identified This policy adopted: June 10, 1997; Rescinded: August 5, 2008
Policy E-060.1 INTELLECTUAL PROPERTY RIGHTS This Policy Adopted: April 22, 2008; Revised: September 25, 2018	MSBA 409
409 INTELLECTUAL PROPERTY RIGHTS This Policy Revised: May 21, 2019	

Administrative Rule, Regulation and Procedure: NA

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

Cross References: None