



Adopted: June 4, 1996

EMID 6067 Board Policy 409

Revised: November 16, 2005, April, 2010; December, 2014

409 EMPLOYEE PUBLICATIONS, INSTRUCTIONAL MATERIALS, INVENTIONS, AND CREATIONS

I. PURPOSE

The Board recognizes that EMID employees may develop materials in carrying out their duties and responsibilities. The purpose of this policy is to identify and reserve EMID's proprietary rights to certain publications, instructional materials, inventions, and creations which employees may develop or create, or assist in developing or creating, while employed by EMID.

II. GENERAL STATEMENT OF POLICY

Materials developed with funds, supplies, or equipment provided by EMID as part of a work assignment, are the property of EMID. Generally, if the creator of a work is an employee, the work is "for hire" and EMID has all copyright ownership rights. Any such materials developed by employees outside of the normal assignment, for which no remuneration has been received in terms of finances, curriculum writing time, or use of district provided supplies and equipment, remain the property of the employee.

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 any rights to publications, instructional materials, computer programs, materials posted on websites, inventions or creations which the employee develops or creates or assists in developing or creating 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 district relating to such publications, instructional materials, computer programs, materials posted on websites, inventions and/or creations, including domestic and foreign patents and copyrights.

III. NOTICE OF POLICY

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

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

