LICENSED EMPLOYEE PUBLICATION OR CREATION OF MATERIALS

Materials created by licensed employees and the financial gain there from are the property of the school district if
school materials and time were used in their creation and/or such materials were created in the scope of the licensed
employee's employment. The licensed employee must seek prior written approval of the superintendent concerning
such activities.

Legal Reference: Iowa Code § 279.8 (2003).

Cross Reference: 401.3 Employee Conflict of Interest

606.6 Student Production of Materials and Services

Approved January 13, 2005 Reviewed March 2013 Revised _____