

## Staff Research and Publishing

The Wise County School Board encourages employee innovation in creating and developing high-quality materials to improve student achievement and the efficiency of division operations. The superintendent shall establish regulations pursuant to which the ownership rights to works produced by employees within the scope of their employment may be assigned.

Employees who develop materials, including instructional materials and computer programs, outside the scope of their employment that have a connection to or are related to the division shall inform the superintendent in writing of their intent to develop such materials prior to commencing work.

Adopted: April 9, 2012  
Amended: May 22, 2017

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Legal Ref.: 17 U.S.C. §§ 101, 102, and 201.

Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78.

Cross Refs.: EGAA                      Reproduction of Copyrighted Materials  
GCQA                                  Nonschool Employment by Staff Members

Administrative Guidelines:

1. Rights of ownership, as used herein, include the right to copyright or patent and the right to sell and/or distribute.
2. The Board has all rights of ownership of instructional materials produced by an employee during hours that the employee was paid by the Board.
3. The Board has all rights of ownership of instructional materials produced by an employee in which the use of Board supplies and/or equipment played a dominant role.
4. Ownership of instructional materials produced by an employee in a federal program during hours that the employee was paid by federal funds and/or in which the use of federally funded supplies or equipment played a dominant role lies in the public domain.
5. The employee has all rights of ownership of instructional materials produced by the employee other than during those hours paid by the Board and in which the use of
6. Board supplies and equipment did not play a dominant role.
7. The school division may enter into an agreement in advance with an employee to produce instructional materials. In such cases, the agreement shall assign whatever rights of use and ownership as may be appropriate.