

~~LICENSED~~ STAFF RESEARCH AND PUBLISHING

Ownership of Materials

~~The Board adopts the work for hire doctrine. Under this doctrine, the Board is considered the author of work prepared for the Board by its employees, and, unless the parties have expressly agreed otherwise in a written instrument signed by them, owns all the rights comprised in the copyright.~~

~~Works authored by employees on their own time, without expense to the Board, and without instruction, direction, or control of the employees' superiors are the copyright of the employees.~~

~~The Alexandria City School Board encourages employee innovation in creating and developing high-quality materials to improve student achievement and the efficiency of Division operations. The School Board is the author of works produced by its employees within the scope of their employment and retains all rights to such works unless those rights are expressly waived or assigned to the employee who produced the work.~~

Waiver and Assignment of Proprietary Rights

~~Any such assignment of rights requires approval of the Superintendent and the work will remain available for the use of the School Board at no charge.~~

~~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.~~

~~Copyrights of the Board may be waived in favor of or assigned to the author by the Board upon application submitted to the Board through the superintendent.~~

~~The Board authorizes the superintendent to review materials prepared by employees for which the Board has no copyright, and to waive or assign all or part of any interest or proprietary rights therein which is alleged the Board may have, in favor of the employees producing such works.~~

~~Any materials copyrighted under this section shall be made available to Alexandria City Public Schools at no charge to the system.~~

Adopted: November 17, 1998

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

~~Code (P.L. 94-552, 10/19/76) (Copyright law),~~
Code of Virginia, 1950, as amended, §§ section 22.1-70, 22.1-78.

Cross Refs.: EGAAA Reproduction of Copyrighted Materials

GCQA Nonschool Employment by Staff Members

* ~~Work made for hire is defined as materials prepared by an employee in connection with his or her job duties, and it includes instructional texts, tests, answer sheets, and materials specifically commissioned.~~

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