

STAFF RESEARCH AND PUBLISHING

The Alexandria City School Board (Board) encourages employee innovation in creating and developing high-quality materials to improve student achievement and the efficiency of Division operations. The 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.

Any such assignment of rights requires approval of the Superintendent and the work will remain available for the use of the 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.

If the work is produced outside of the scope of employment, is authored outside of required work hours and does not utilize school division equipment or resources, the work product remains the property of the author.

Adopted: November 17, 1998
Amended: May 5, 2016
Amended: May 26, 2016

Legal Refs.: Title 17, U.S.C. §§ 101, 102, and 201
Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78

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

STAFF RESEARCH AND PUBLISHING

Ownership of Materials

The Alexandria City School Board (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.

~~If the work is outside of the scope of employment, is authored outside of required work hours and does not utilize school division equipment or resources, the work product remains the property of the author.~~

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 ~~d~~Division shall inform the Superintendent in writing of their intent to develop such materials prior to commencing work.

If the work is produced outside of the scope of employment, is authored outside of required work hours and does not utilize school division equipment or resources, the work product remains the property of the author.

Adopted: November 17, 1998
Amended: May 5, 2016
Amended: May 26, 2016

Legal Refs.: Title 17, U.S.C. §§ 101, 102, and 201
Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78

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

Commented [1]: Except as noted, this is word for word Option 2 of the VSBA model policy.

Commented [2]: Not part of the model policy but a nice clarification. Moved down to improve readability.

Commented [3]: Is this simply informing or informing to gain approval? unclear

Commented [4]: It reads as informing in writing. If it can be denied, that needs to be included that the supt has discretion to deny.

Commented [5]: This is from the model policy. I don't think you can deny someone from writing about something on their personal time.

Commented [6]: Is this an "and" or an "or" situation. I'm wondering about work that meets the final two criteria but is still within the "scope" of someone's work (a book about classroom practices, etc.)

Commented [7]: I think that moving this down helps to clarify. In that situation, they would need to inform the Supt. of their intention.