District Ownership of Staff-Created Work

Consistent with federal law, the Board affirms that original works of authorship created by staff members within the scope of employment for use in the District's schools and programs is generally "work made for hire" and owned by the District. Work created by District employees that is "work made for hire" is also a public record and publicly accessible under Chapter 42.56 RCW and District Policy 4040.

The Superintendent will establish implementing procedures to determine whether work created by District employees for use in the District's schools and programs is, in fact, "work made for hire." District procedures will also provide a mechanism for employees to request permission to retain ownership of original works of authorship that were created within the scope of their employment, and for grieving a decision by the District if that request is denied.

Cross References:	2020 - Course Design, Selection and Adoption of Instructional Materials 2022 - Electronic Resources 2025 - Copyright Compliance 4040 - Public Access to District Records
Legal References:	17 U.S.C. 101 et seq. Copyright Act of 1976
Management Resources:	2015 - April Policy Issue

Adoption Date: July 16, 2015