

PROFESSIONAL RESEARCH AND PUBLISHING

The Brunswick School Department encourages efforts by employees to develop educational or non-educational materials which are marketable or written for publication. The intent of this policy is to protect employees as well as the Brunswick School Department within the provisions of the copyright law. To that end, the following shall govern the actions of employees with regard to these matters:

- I. With the prior written agreement between the employee and the Superintendent of Schools, an employee may be authorized to develop a specific project with proceeds of copyrights, patents, royalties, awards, or prizes being held exclusively by the employee or shared between the employee and the Brunswick School Department under terms specified in such written agreement.
- II. In addition, employees shall be entitled to accept and personally retain honoraria for brief articles or talks for professional agencies even though based upon ideas or materials developed while on the job provided that such development was to the initial benefit of the Brunswick School Department.
- III. Except as specified above, rights to copyrights, patents, royalties, awards, and prizes resulting from such efforts shall accrue to the Brunswick School Department if:
 1. The product was produced in whole or in significant part by the employee while on the job during regular working hours, or
 2. The product was produced in whole or in significant part by the employee through the use of resources or equipment owned by or under the control of the Brunswick School Department. Examples of such products include but are not limited to books, workbooks, study guides, computer software, films, filmstrips, video tapes, instructional or non-instructional equipment.
- IV. All materials produced for or by the Brunswick School Department which, in the professional judgment of the Superintendent of Schools or his designee should be copyrighted, shall have the following printed on the front cover or title page, film frame, or computer display of every copy distributed: "Copyright (year) Brunswick School Department."

<i>Adopted:</i>	<i>10/22/85</i>
<i>Related Materials:</i>	<i>General Guide to the Copyright Act of 1976</i>
<i>Statutory Reference:</i>	<i>Public Law 96-517-76</i> <i>Public Law 94-553</i>
<i>ERS Information Aid:</i>	<i>"The New Copyright Law & Education"</i>

