

### **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 School District Records
Legal References:	17 U.S.C. § 101 et seq.	Copyright Act of 1976

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