

<u>INTELLECTUAL PROPERTY</u>	<u>All copyrights, trademarks, and other intellectual property rights shall remain with the District at all times.</u>
<u>STUDENTS</u>	<u>A student shall retain all rights to work created as part of instruction or using District technology resources.</u>
<u>EMPLOYEES</u>	<u>As an agent of the District, an employee, including a student employee, shall not have rights to work he or she creates on District time or using District technology resources. The District shall own any work or work product created by a District employee in the course and scope of his or her employment, including the right to obtain copyrights.</u>
<u>DISTRICT OWNERSHIP</u>	
<u>EMPLOYEE OWNERSHIP</u>	<u>If the employee obtains a patent for such work, the employee shall grant a non-exclusive, non-transferable, perpetual, royalty-free, Districtwide license to the District for use of the patented work. A District employee shall own any work or work product produced on his or her own time, away from his or her job and with personal equipment and materials, including the right to obtain patents or copyrights.</u>
<u>PERMISSION</u>	<u>A District employee may apply to the Superintendent or designee to use District materials and equipment in his or her creative projects, provided the employee agrees either to grant to the District a non-exclusive, non-transferable, perpetual, royalty-free, District-wide license to use the work, or permits the District to be listed as co-author or co-inventor if the District contribution to the work is substantial. District materials do not include student work, all rights to which are retained by the student.</u>
<u>WORKS MADE FOR HIRE</u>	<u>The District may hire an independent contractor for specially commissioned work(s) under a written works-made-for-hire agreement that provides that the District shall own the work product created under the agreement, as permitted by copyright law. Independent contractors shall comply with copyright law in all works commissioned.</u>
<u>RETURN OF INTELLECTUAL PROPERTY</u>	<u>Upon the termination of any person's association with the District, all permission to possess, receive, or modify the District's intellectual property shall also immediately terminate. All such persons shall return to the District all intellectual property, including but not limited to any copies, no matter how kept or stored, and whether directly or indirectly possessed by such person.</u>
<u>COPYRIGHT</u>	<u>Unless the proposed use of a copyrighted work is an exception under the "fair use" guidelines maintained by the Super-</u>

intendent or designee, the District shall require an employee or student to obtain a license or permission from the copyright holder before copying, modifying, displaying, performing, distributing, or otherwise employing the copyright holder's work for instructional, curricular, or extracurricular purposes. This policy does not apply to any work sufficiently documented to be in the public domain.

TECHNOLOGY USE

All persons are prohibited from using District technology in violation of any law including copyright law. Only appropriately licensed programs or software may be used with District technology resources. No person shall use the District's technology resources to post, publicize, or duplicate information in violation of copyright law. The Board shall direct the Superintendent or designee to employ all reasonable measures to prevent the use of District technology resources in violation of the law. All persons using District technology resources in violation of law shall lose user privileges in addition to other sanctions. [See BBI and CQ]

ELECTRONIC  
MEDIA

Unless a license or permission is obtained, electronic media in the classroom, including motion pictures and other audio-visual works, must be used in the course of face-to-face teaching activities as defined by law.

DESIGNATED  
AGENT

The District shall designate an agent to receive notification of alleged online copyright infringement and shall notify the U.S. Copyright Office of the designated agent's identity. The District shall include on its Web site information on how to contact the District's designated agent and a copy of the District's copyright policy. Upon notification, the District's designated agent shall take all actions necessary to remedy any violation. The District shall provide the designated agent appropriate training and resources necessary to protect the District.

If a content owner reasonably believes that the District's technology resources have been used to infringe upon a copyright, the owner may notify the designated agent.

TRADEMARK

The District protects all District and campus trademarks, including names, logos, mascots, and symbols, from unauthorized use.

SCHOOL-RELATED  
USE

The District grants permission to students, student organizations, parent organizations and other District affiliated school-support or booster organizations to use, without charge, District and campus trademarks to promote a group of students, an activity or event, a campus, or the District, if the use is in furtherance of school-related business or activity. The Super-

intendent or designee shall determine what constitutes use in furtherance of school-related business or activity and is authorized to revoke permission if the use is improper or does not conform to administrative regulations.

**PUBLIC USE**

Members of the general public, outside organizations, vendors, commercial manufacturers, wholesalers, and retailers shall not use District trademarks without the written permission of the Superintendent or designee. Any production of merchandise with District trademarks for sale or distribution must be pursuant to a trademark licensing agreement and may be subject to the payment of royalties.

Any individual, organization, or business that uses District trademarks without appropriate authorization shall be subject to legal action.

**COPYRIGHT  
INFRINGEMENT**

~~All persons are prohibited from using District technology in violation of any law including copyright law. Only appropriately licensed programs or software may be used with District technology. No person shall use the District's technology to post, publicize, or duplicate information in violation of copyright law. The Board shall direct the Superintendent or designee to employ all reasonable measures to prevent the use of District technology in violation of the law. All persons using District technology in violation of law shall lose user privileges in addition to other sanctions.~~

~~The District shall notify the U.S. Copyright Office of the designated agent's identity. The District's Web site shall include information on how to contact the District's designated agent and a copy of the District's copyright policy. Upon notification, the District's designated agent shall take all actions necessary to remedy any violation. The District shall provide the designated agent appropriate training and resources necessary to protect the District.~~

~~If a content owner reasonably believes that the District's technology has been used to infringe upon a copyright, the owner may notify the designated agent.~~

**ELECTRONIC MEDIA**

~~To comply with copyright law, electronic media used in the classroom shall be for educational purposes only.~~

**COMPUTER  
SOFTWARE**

~~Unless otherwise provided in the purchase agreement, a purchased computer program shall not be used to make copies. A computer program may be legally copied only if:~~

INTELLECTUAL PROPERTY

CY EFE  
(LOCAL)

- ~~1. Making a copy is an essential step in using the program (such as automatic copying into memory when a program is loaded); or~~
- ~~2. The new copy is a backup; backups cannot be used simultaneously with the original and must be erased if the original is resold.~~

~~District employees shall not use the same program on more than one computer at a time unless the purchase agreement or written permission from the vendor allows the District to network the program or allows other specified multiple use of the single copy.~~