

## **AGENDA**

Board of Education Policy Committee  
Independent School District No. 110  
Waconia, Minnesota  
June 13, 2016 - 6:30 PM  
Waconia City Hall

### **1. Repeat Policies from Previous Meeting**

The following policies were first presented to the committee at the May 9 meeting. The committee had requested further discussion and/or clarification.

#### **A. 304 Superintendent Evaluation and Contract**

The committee had requested members of the Personnel Committee join for discussion. Also attached is a copy of ISD 110 Superintendent Evaluation Process (shared with school board fall 2015) to aide in discussion of policy 304

#### **B. 409 Employee Publications, Instructional Materials, Inventions, and Creations**

The committee had requested administration to review the policy in regards to 'rights' to an invention and potential benefits (i.e. royalties)

*"Policy No. 409 is derived from Minnesota Statute Section 181.78, which provides that rights to an employee's inventions that are created entirely on an employee's on time and are not related in any way to to the employee's employment cannot be assigned to his/her employer. If, however, an employer's equipment, supplies, facilities, trade secrets were used to create the invention, and the invention is directly related to the business of the employer, or to the employer's research and development, or resulted from any work done by the employee for the employer, then the employer may require the employee to assign his/her rights or offer to assign such rights to the employer. This means that employees do not have the freedom to release their inventions unless they meet the above criteria.*

*Who would benefit from the sale of an invention would need to be determined based on the facts, but Board Policy No. 409 provides the employer (School District) would have the right to demand such rights be assigned to the employer. Policy No. 409 provides room for the School District to demand the assignment of rights - or not - depending on the Board's decision."*

### **2. Updated Policies**

The following policies are on a 3-year review cycle, or require review due to changes in legislation, cross references, or in-district practices.

#### **A. 403 Discipline, Suspension, and Dismissal of School District Employees**

#### **B. 407 Employee Right to Know - Exposure to Hazardous Substances**

#### **C. 408 Subpoena of a School District Employee**