

Professional Publishing

The Bibb County School District ("District") recognizes that its employees and students strive to adhere to copyright, patent and other intellectual property laws of the United States and related court decisions. All employees are expected to follow U.S. Copyright laws. Neither the Bibb County Board of Education ("Board") nor the District will assume responsibility for actions of District employees or students in violation of the above-mentioned laws.

Publication or Creation of Materials

The District may have legal claim on all products created by its employees which in any way may be an outgrowth of their job responsibility. In order to minimize misunderstandings about the ownership of such products, the Superintendent or his or her designee will create regulations to be followed by all persons who are or might be developing commercially attractive products which are or might be construed to be associated with their normal job responsibility.

Copyrights and Patents

The Board recognizes that staff members under contract to the school system may, in carrying out their professional responsibilities, develop patentable or copyrightable educational materials for use in the instructional program. It is understood by the Board and the staff members that such materials developed as part of regular employment are the properties of the District.

Under copyright law, any material prepared by an employee within the scope of his or her employment is called a "work made for hire." For District employees, this means that any materials an employee creates within the scope of employment at the District are "works made for hire" and belong to the District, unless ownership is transferred by the District to the employee in writing.

It is also understood that educational materials created by an employee during his/her leisure hours when he/she is not fulfilling his/her contractual duties to the District are the property of the employee.

This policy is not intended to discourage employees from sharing materials they have prepared while employed with the District with colleagues. The District encourages employees to share such work as it benefits students and instruction.