

# Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## DISTRICT POLICY

**POLICY SERIES: Employee Rights & Responsibilities**

**SUBJECT: Activities**

**BOARD APPROVED: November 2012**

**REVISION DATE: September 2017**

---

### **ERR 180      Publication or Creation of Products or Content**

#### **I.      PURPOSE**

The purpose of this policy is to identify and reserve the District's legal claim on all products or content created by its employees which in any way may be an outgrowth of their job responsibility.

#### **II.     GENERAL STATEMENT OF POLICY**

During the term of any District employee's employment and for three years thereafter, any legal rights to publications, instructional materials or content, including those supported online, programs or other software, and any other products or content developed or created by any District employee shall be assignable to the District, unless the employee develops or creates the product or content entirely on their own time and without the use of any District facilities or equipment.