

*Adopted: 11/14/2023*

*Revised: 8/18/2026*

*MSBA/MASA Model Policy 409 Charter*

*Orig. 1995 (as ISD Policy)*

*Orig. 2022 (as Charter Policy)*

## **409 EMPLOYEE PUBLICATIONS, INSTRUCTIONAL MATERIALS, INVENTIONS, AND CREATIONS**

### **I. PURPOSE**

The purpose of this policy is to identify and reserve the proprietary rights of the charter school to certain publications, instructional materials, inventions, and creations which employees may develop or create, or assist in developing or creating, while employed by the school.

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

Unless the employee develops, creates or assists in developing or creating a publication, instructional material, computer program, invention or creation entirely on the employee's own time and without the use of any school facilities or equipment, the employee shall immediately disclose and, on demand of the school, assign any rights to publications, instructional materials, computer programs, materials posted on websites, inventions or creations which the employee develops or creates or assists in developing or creating during the term of employee's employment and for ten (10) years thereafter. In addition, employees shall sign such documents and perform such other acts as may be necessary to secure the rights of the charter school relating to such publications, instructional materials, computer programs, materials posted on websites, inventions and/or creations, including domestic and foreign patents and copyrights.

### **III. NOTICE OF POLICY**

The charter school shall give employees notice of this policy by such means as are reasonably likely to inform them of this policy.

**Legal References:** Minn. Stat. § 124E.03 (Applicable Law)  
Minn. Stat. § 181.78 (Agreements; Terms Relating to Inventions)  
17 U.S.C. § 101 *et seq.* (Copyrights)

**Cross References:** None