

**EMPLOYEE PUBLISHING AND RESEARCH**

NWESD 189 staff members are encouraged to develop and write educational materials or conduct research regarding educational matters.

Materials authored by professional staff during employment hours are the property of the NWESD 189. Materials authored by employees during their noncontracted time are the property of the employees. Nondistrict authorship or publication may not involve the use of NWESD 189 materials, equipment, or the other employee time (e.g., secretaries). “Materials” in this policy refers to all materials covered by federal copyright statutes or “for profit.” Use of NWESD 189 personnel or other resources in the production of materials shall result in the materials becoming the property of the NWESD 189.

NWESD 189-owned materials that are deemed suitable for publication shall be submitted to the Superintendent. When recommended by the Superintendent, copyrights for these materials shall be obtained in the name of Northwest ESD 189, Anacortes, Washington. Release of NWESD 189 copyrighted materials shall be at the discretion of the Superintendent.

When instructional materials are being considered for adoption, and such materials include those published independently by a NWESD 189 employee, it shall be the policy of the Board to require that said employee, because of a possible conflict of interest, shall not be involved in the making of any decision regarding such adoptions or use.

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