

Personnel – Certified

Publication or Creation of Materials – Copyrights and Patents

Employees are encouraged to contribute professional articles and news items to Local, State and National Agencies. As a matter of professional ethics, all professional articles should be cleared through the Office of the Executive Director if they reference the CREC school system or any CREC school or program.

CREC recognizes that employees may, in carrying out their professional responsibilities, develop patentable or copyrightable materials for use in a CREC school, program, department, division, or activity.

All activities in which employees engage during the course of their employment are being conducted for the benefit of CREC.

The following constitute CREC intellectual property, a “work made for hire” under U.S. copyright laws, and are the sole and exclusive property of CREC:

- Any and all materials, curricula, documents, data, content, creations, inventions, discoveries, processes, applications, devices, formulae, or information, created by employees within the scope of their employment.
- Any and all improvements or refinements of current or future CREC products or services, whether or not patentable or copyrightable, that employees may solely or jointly create, discover, make or reduce to practice during their employment with CREC, and which relate in any way to or arise out of such employment or CREC’s activities or products, including planned or proposed activities or products.

cf. 4118.13 – Conflict of Interest

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