



*Learning for the future*

Ahuwhenua – Manaakitia – Mana Motuhake – Manawanui – Aroha

**Kamo Primary School**

## **NAG 3 - Policy**

# **Protection and Sharing of Intellectual Property**

### **Rationale**

The Board of Trustees enables and encourages sharing and collaboration between teachers by recognising and removing legal barriers that exist to the sharing of learning resources and other materials created by school staff in the course of their employment.

### **Purpose**

The New Zealand Copyright Act 1994 Section 21(2) recognises the copyright ownership rights of Boards of Trustees of works produced by their employees in the course of their employment.

By licensing its copyright, the Board of Trustees is giving permission in advance for others to copy and share learning resources developed by its employees and owned by the Board of Trustees.

### **Guidelines**

#### **Delegations/Responsibility**

The Board of Trustees delegates to the principal the responsibility to:

- Apply by default a Creative Commons Attribution Licence to all teaching materials and policies in which the Board of Trustees owns copyright.
- Transfer to the original creator the copyright in created works licensed by the school under a Creative Commons Attribution or Creative Commons Share-Alike licence.
- Ensure that all staff are aware of the terms of this policy and how it relates to teaching resources they develop in the course of their employment at the school.

#### **Limitations and Expectations**

The Board of Trustees:

- Does not make any claim over the ownership of copyright works produced by students – the copyright to these works remains with the creator.
- Recognises that this policy only applies to copyright works and not to any other forms of intellectual property.
- Recognises that the copyright in works produced by an employee other than in the course of their employment by the Board of Trustees remains the property of that employee – where this is unclear, the process for dispute resolution outlined below shall apply.

#### **Resolution of Disputed Copyright Ownership**

Where the first ownership of copyright in a given work is disputed or unclear, the following process will apply:

1. In the first instance, the dispute should be documented and presented to the school principal.
2. If the dispute is still not resolved, the documentation should be presented to the Board of Trustees chairperson.