



# Northwest Florida State College

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**TITLE: TRADEMARKS, COPYRIGHTS, OR PATENTS (INTELLECTUAL PROPERTY) AND GRATUITIES; MONETARY BENEFITS**

**AUTHORITY: FS 1004.726**

**SEE ALSO:** [Click here to enter text.](#)

**DATE ADOPTED: 1988**

**NUMBER OF PAGES: 2**

**REVISIONS: January, 2013**

**SIGNATURE OF BOARD SECRETARY:**

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## **PURPOSE OF POLICY**

To recognize the governing authority of State Statute over trademarks, copyrights, or patents and to limit employee access to gratuities and other monetary benefits.

### **Local Language**

Per [Florida Statute 1004.726](#), Trademarks, copyrights, or patents will be appropriately secured by the college for work products produced by the Board of Trustees and/or an employee of the college and will enter into binding agreements with such personnel, organizations, corporations, or government entities, which will establish the percentage of ownership of such trademarks, copyrights, or patents.

### ***Gratuities and Proceeds from Sales***

No person on the payroll of the college will accept a gratuity of any value or any proceeds from any merchandise sold on campus or on college time.

No proceeds will accrue to any college employee or member of his/her family from the sale to college personnel or students of any commodity required in fulfillment of their employment or scholastic obligations.

Acceptance of gratuities or proceeds - referenced above - will, upon substantiation, be basis for termination of employment and the termination of any business relationship with such person, agency, or organization that may be involved.

### ***Extra-College Monetary Benefits and Compensation***

No employee of the college may use his/her regular hours to earn compensation (including honoraria or educational stipends) from sources other than the Board of Trustees.

Services for which honoraria or educational stipends are to be received may be performed only if leave is taken to cover time away from duty, including travel time.

A production of a college employee for which he/she accepts released time may be used by the college without further compensation for its use.