



THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FL

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Information Only

TO: All Principals and Directors

FROM: Michael J. Burke, Chief Operating Officer *MJB*

SUBJECT: ONSITE VOLUNTARY EXERCISE/FITNESS PROGRAM RECOMMENDATIONS

The District encourages the promotion of good health and well-being of every staff member by enlightening the awareness and support of healthy lifestyles. Employees are encouraged to engage in daily physical activity before/after work hours in site sponsored programs or through part of discounted membership in facilities where available.

Our goal is to provide interested employees a safe and enjoyable place to exercise for general fitness purposes. The District is not responsible for any injury that may occur as participation is voluntary. Prior to participating in a District Wellness program, employees shall complete *Form PBSD 2319, Voluntary Employee Exercise Program Participant's Release/Waiver of Liability and Hold Harmless Agreement*. Submit a copy to the site coordinator and send the original via pony to:

FHESC
Risk & Benefits Management, Suite A103

This is a reminder of Onsite Fitness Program Recommendations. More information can be found on TRAINU:
<http://trainu.palmbeach.k12.fl.us/course?id=1090>.

Please note that these services must be first approved by the site administration/principal and must be offered within the guidelines listed below:

1. **Onsite Fitness Equipment** - if available for students may be used by staff **before/after contracted hours** as long as their activities do not interfere with the academic mission; i.e., resistance bands, jump ropes, push-up stations, leg lift stations, kettle bell weights, dumbbell weights, and chin up stations. *(All participants must complete a waiver. The site coordinator must follow Proper Procedure Requirements.)*

2. **Onsite Walking/Fitness Trails** - Planning for such projects should be coordinated through your Facilities Maintenance Coordinator and Risk Management to ensure District guidelines are followed. *(All participants must complete a waiver.)*
3. **Onsite Exercise/Fitness Classes** - are permitted when conducted by an approved Wellness Partner. *(Interested Wellness Partners may complete an online application on the Wellness Website to become a service provider. All participants must complete a waiver. The site coordinator may contact Employee Wellness for a list of Wellness Partners.)*
4. **Additional Employee Exercise/Fitness Programs** - may include Fitness Challenges, Exercise Video Loan Library, Local Fitness Center Discounts, Community Fitness Events, etc.
5. **Grants or Donations** - Even with grants or donations, there are liability and regulatory restrictions involved when we create programs, utilize donated equipment, or other supported wellness related activities. Please direct all programs/projects to appropriate areas for review prior to implementing.

The following are **NOT** permitted:

1. Any non-District employee or offsite employee using location fitness equipment
2. Any fitness equipment that is not rated for commercial use

EWG/MJB/DLH/KS:lb/ac
Attachment

Approved: _____



E. Wayne Gent, Superintendent



THE SCHOOL DISTRICT OF PALM BEACH COUNTY

Voluntary Employee Exercise Program Participant's Release/Waiver of Liability and Hold Harmless Agreement

I, _____ have been informed and know the risks involved in participating in the voluntary employee exercise program, and understand that serious injury, and even death, is possible in such participation and I choose to accept such risk. I voluntarily accept any and all responsibility for my own safety and welfare while participating in the employee exercise program, with the full understanding of the risks involved. I hold harmless and release the SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA, ITS MEMBERS, OFFICERS, EMPLOYEES, AND AGENTS, of any and all responsibility and liability for any injury or claim resulting from my participation in this event.

In consideration for being allowed to participate in the employee exercise program, I for my heirs, executors and administrators, release and forever discharge the SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA, ITS REPRESENTATIVES, EMPLOYEES AND AGENTS of all liability, claims, actions, damages, and costs/expense I may have against them arising out of or in any way connected with my participation in the employee exercise program. I understand that this release /waiver of liability applies to any claim, even those based upon the direct negligence, actions or in actions of those referenced above, including the SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA.

The undersigned participant's participation in the program is not a regular, direct or indirect condition of the participant's employment with the School Board. The undersigned participant has not been threatened, coerced, induced or promised anything whatsoever to participate in the Program, nor have there been any attempts by any person or entity to do so. Instead, the participant enters into this agreement of his/her own free will and acknowledges that this agreement is entered into in good faith on the part of the undersigned participant and the School Board. Further, the School Board expressly makes no request or requirement for the undersigned participant to participate in the Program, nor is participation in the Program a precondition to employment or continued employment with the School District. The School District receives no regular, direct or indirect benefit from the undersigned participant's involvement in the program, except for a possible improvement in the undersigned participant's health, welfare and morale that is common to all kinds of recreational and social activities. The undersigned participant's participation in the Program is purely voluntarily on the part of the undersigned participant, who understands his/her participation in the Program is not required either expressly or impliedly or otherwise by the School Board as an incident of the participant's employment with the School Board. The undersigned participant, therefore, when engaging in the Program, including but not limited to any travel related thereto, is not engaged in the course and scope of employment with the School Board. Further, the undersigned participant agrees not to accept and is not entitled to receive any wages, money or other compensation for employment with the School Board while engaging in or preparing to engage in the Program, including but not limited to, any travel related thereto.

I HAVE READ THIS CAREFULLY, UNDERSTAND IT, AND KNOW IT CONTAINS A RELEASE. I acknowledge that I have completed the Employee Exercise Physical Activity Readiness Questionnaire. If so indicated by the questionnaire, I agree to provide written release from a doctor before participating in the employee exercise program.

Signature of Participant

Date

Print Name _____

Employee ID # _____