

4. A USBE employee participating in the exercise release time program shall record exercise time as hours worked on their State of Utah Bi-Weekly Time Sheet.
5. To ensure the USBE does not incur unnecessary overtime costs, participation in this program shall be suspended on weeks when an employee is required to work overtime.
6. Workload demands may cause this program to be suspended either for a specific period of time or indefinitely.

A USBE employee participating in exercise release time does so at the employee's own risk. The Utah State Board of Education is not responsible for any and all injuries, illnesses, and other consequences suffered by the employee participating in this program. Employees are encouraged to consult with their personal physician to ensure they are physically capable of participating in this physical fitness program.

- a. Injuries or illnesses occurring to employees during exercise time may not be considered as on-the-job injuries for the purpose of Worker's Compensation.
7. Supervisors at USBE should be aware the exercise release time policy, and encourage staff to utilize the time, as staff schedules allow.

IV. HISTORY:

This policy supersedes the previous Exercise Release Time and Healthy Utah policy that was established October 6, 2010 and updated April 30, 2018.