

WORKERS' COMPENSATION EXCLUSION NOTIFICATION FOR NON WORK-RELATED ACTIVITIES

Irving ISD provides workers' compensation coverage to its employees for **all required work activities performed in the course and scope of their employment**. The following situations/activities (not an exhaustive list) are not considered regular work-related duties:

1. Bowling, Carnival Rides, Theme Park Rides, Water Park Rides, Rock Climbing, Skating, etc. Employees who participate in these types of recreational, social, or athletic activities on a field trip do so at their own risk unless their supervisor specifically requires them to participate in the activity as a part of their work duties.

2. Playing sports or participating in physical activities during the school day that are not part of the employee's job duties or directed by the employee's supervisor. Examples would include personal exercise activities such as walking/jogging during lunch or weightlifting.

3. Teachers and staff members who are not under contract and not required to be on campus will be considered volunteers and will not qualify for workers' compensation benefits in the event they are injured on campus prior to their official employment start date.

4. Off duty voluntary activities such as weekend carnivals, faculty-student basketball games, social activities, and attendance at school athletic events are not considered work related duties unless the supervisor specifically requires employees to participate and attend.

5. Personal activities such as changing a flat tire or jump starting a personal vehicle that are not related to work.

6. Any participation or engagement in horseplay or fighting.

Staff members who are required to attend field trips are covered under workers' compensation during their regular supervision activities of students. Participation in recreational, social, or athletic activities that is not required as part of the supervision process will not be covered under workers' compensation.