WAIVER AND RELEASE OF LIABILITY

The undersigned parent ("Parent") has applied for a "Work Permit" to be issued for her son who is under age 18 ("Minor").

Under Ohio Revised Code (O.R.C.) § 3331.02(A)(4), a Work Permit is called an Age and Schooling Certificate, and is required so that the Minor may be eligible for employment in compliance with Ohio law (O.R.C. § 4109.02).

The Parent and Minor state that they have a sincerely held religious objection to the physical examination requirement, which is otherwise required by O.R.C. § 3331.02(A)(4) for the Minor to obtain an Age and Schooling Certificate. The Parent and Minor acknowledge that the Minor may sustain serious injuries in the performance of any employment for which an Age and Schooling Certificate is required under O.R.C. § 4109.02; yet, the Parent and Minor desire to obtain an Age and Schooling Certificate for Minor and fervently request that the Minor not be required to submit a physical examination.

In exchange for the Superintendent of the Lancaster City School District waiving, on the basis of the religious objection, the physical examination requirement under O.R.C. § 3331.02(A)(4), the Parent and Minor hereby waive and release the Lancaster City School District Board of Education, its Superintendent, members, employees, representatives, attorneys, and agents, from any and all liability, claims, demands, or causes of action, including negligence or otherwise, for all injuries, damages, or costs the Parent and/or Minor may incur during or as a result of the Minor's employment for which an Age and Schooling Certificate is required under Ohio law.

We, the undersigned, have read the above carefully, understand its significance, and voluntarily agree to all of its terms.

_____

Parent's Signature Date

_____

Parent's Printed Name

_____

Minor's Signature Date

_____

Minor's Printed Name