

**Spectrum Charter School  
4369 Northern Pike  
Monroeville, PA 15146**

**Board of Trustees Policy 328.1**

**EMPLOYEE HEALTH AND RETIREMENT BENEFITS**

**WHEREAS**, the Charter School Law requires Charter Schools to comply with Section 24 P.S. § 17-1724-A regarding employee health care benefits and employee enrollment in the Public School Employee’s Retirement System (PSERS); and

The Spectrum Charter School (“Charter School”) will offer eligible employees the same health care benefits as its employees would be provided if they were employed by the Gateway School District. See 24 P.S. §17-1724-A(d); see also In re: Gillingham Charter School, CAB Dkt. No. 2016-11 at 68 (defining “benefits” with respect to health care plans as “health care items or services covered under a health insurance plan.”). These benefits will be reviewed annually.

The Charter School will enroll all of its employees in PSERS unless it sponsors another approved retirement plan that covers the employees.

**TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS AND/OR CHARTER CONTROL.**

ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 2021

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary