



# Mesa Campus Transition

## Campus Closure FAQ – Staff Information

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The Arizona State Charter Board has officially approved the closure of the Leman Academy Mesa campus. As we move through this transition together, our priority is to provide every team member with the clarity, care, and resources needed to plan your next professional steps.

We are deeply grateful for your dedication to our scholars. The final day of school for the Mesa campus will be **May 22, 2026**.

## Campus Closure FAQ

### **Will staff jobs be guaranteed through the end of the year if many scholars leave?**

Yes. Teachers at Leman Mesa will continue to have the opportunity to fulfill the terms and dates outlined in their employment agreements.

### **When will this be announced to the public?**

The announcement will be made upon approval from the Arizona Charter Board.

### **Will classes or grade levels be combined if attrition requires it?**

We will make every effort to fill vacancies with guest teachers or temporary staff to maintain stability for scholars.

### **Is there a possibility of reorganization rather than a reduction in force?**

Opportunities to transfer to other campuses or roles within the district may be available. Leman Mesa staff will be guaranteed an interview for vacant positions.

### **Will this be a network-wide decision or specific to each affected campus?**

Campus closures are determined based on both network-wide priorities and campus-specific circumstances. While the closure itself is a network decision, the staffing impact will be addressed at the campus level.

### **Will Leman waive the liquidated damages fee if a staff member chooses to leave now?**

Yes. The Early Termination Fee (ETF) will be waived in this extenuating circumstance.



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### **Will services for professional transition be offered through Paylocity?**

Yes. Human Resources will provide support with resume development, interview coaching, and job placement resources as needed.

### **What happens with the 301 money staff members would have earned?**

Eligible staff will receive their 301 payout in approximately **July 2026**. Mesa staff who complete the 2025–2026 school year will be eligible for payment.

### **Will the district pay out any remaining PTO or sick time?**

Accrued PTO leave will be paid out in accordance with district policy. Sick time will not be paid out.

### **What is the incentive for teachers to finish out the school year?**

To support a smooth and consistent transition for our scholars and families, staff who remain through the final day of the school year will receive a **\$1,000 completion bonus**. This bonus will be issued after the school year has officially ended.

## Support & Contact Information

We are committed to helping every staff member feel supported and valued as we work together through this change. Additional updates and support details will be shared as they become available.

For personalized guidance, questions regarding your transition, or immediate assistance, please reach out to our team:

**Human Resources Department**

**Phone: (520) 499-1474 (Opt 2)**

**Email: [HR@lemanacademy.com](mailto:HR@lemanacademy.com)**