

Final  
9-19-25

**Tentative Agreement  
Between the  
Santa Ana Unified School District  
And  
Communications Workers of America, Local 9510**

**September 19, 2025**

**Article 3  
DISTRICT RIGHTS**

**Section 1 - District Powers, Rights, and Authority**

It is understood and agreed that, except as limited by the terms of this Agreement, the District retains all of its powers and authority to direct, manage, and control to the extent allowed by the law. Included in, but not limited to, those duties and powers are the following rights: determine its organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided and the methods and means of providing them; establish its educational policies, goals, and objectives; ensure the rights and educational opportunities of students; determine staffing patterns; determine the number and kinds of personnel required; maintain the efficiency of District operations; determine District curriculum; design, build, move, or modify facilities; establish budget procedures and determine budgetary allocations; determine the methods of raising revenue; contract out of work, and take any action on any matter in the event of an emergency. In addition, the District retains the right to hire, classify, assign, evaluate, and promote employees; The District also retains the right to demote, terminate and discipline employees for reasons that are not arbitrary, capricious, or discriminatory. This section in no way limits other District powers as granted by law or practice.

**Article 4  
PERSONNEL FILES**

**Section 6 - Removal from Substitute System**

The District retains the right to remove or block a substitute from the Substitute System Districtwide for administrative or legal reasons, including but not limited to credential expiration, lack of required background clearance, tuberculosis test expiration, inactivity, or other compliance-related disqualifications required by law, or by District policy or procedure.

Further, the District retains the right to block or remove an employee from the Substitute system Districtwide for reasons that are not arbitrary, capricious, or discriminatory, including but not limited to unprofessional conduct or unsatisfactory performance.

