

Open Contracts: What Do They Mean?

In general, there are 2 types of open contracts. It is critical to understand what the terms of the open contract are that you are signing. Like any contract, if you sign and breach it, there are consequences. Throughout Utah, districts are in communication with each other, so if you breach a contract, there is a good chance other districts will know about it, limiting or prohibiting opportunities in other districts.

In some districts, if you are given an open contract it means that it **is a job offer without a specified school/grade**. If you sign it, you are committing to work in that district. You will not want to sign another contract.

In other districts, if you are given an open contract it means you can sign it and work for that district **contingent on placement in certain schools**. You will be given the opportunity to interview for certain schools and then you can make the decision if you want to accept the offer.

When given a contract from a district, it is best to ask a lot of questions so you **fully understand** the terms. There are positives and negatives to both types depending on your situation and what you are looking for. The more questions you ask, the better you will understand what you are signing and how it will affect you and your goals.

To help you in the decision making process, take some time to reflect and prioritize the districts you want to work for. At the Teacher Fair, you may be offered an open contract. If you are **certain you want to work for that district**, you can sign it. If you are unsure, you can ask for time to think about the decision.

Multiple contracts can help you **negotiate** as well. For example, if you have a contract from your 3rd choice (Cache for example) and are waiting for a contract from your 1st choice (Granite for example), you can call Granite and use your contract with Cache (unsigned) as leverage. You can express your great interest in working for Granite, but have an offer from Cache. You are hesitant to sign it until you know when Granite will be making offers. Then depending on what information they provide you, you will have a better idea of how to move forward.

When in doubt, **ask questions** about what the open contract with that district means.