



Department of
Education

NEW YORK CITY DEPARTMENT OF EDUCATION
DIVISION OF HUMAN RESOURCES
65 COURT STREET
BROOKLYN, NEW YORK 11201

Date Posted: 10/7/2024

Deadline: 11/18/2024

SY24-25 PER SESSION VACANCY NOTICE # 1588

2024-2025

PLEASE POST

(CONTINGENT UPON FUNDING AVAILABILITY; this position is subject to budget approval and availability and may be withdrawn at any time)

POSITION:

Teachers: Phone Interviewers for New York City Teaching Fellows program (NYCTF) – up to 30 positions

LOCATION:

Office of Teacher Recruitment and Quality, specific location TBD

ELIGIBILITY REQUIREMENTS:

New York City Department of Education (NYCDOE) licensed and appointed teacher in good standing
Graduate of NYC Teaching Fellows (NYCTF) Cohorts 1-35 *or* previous experience with either the NYCTF or the Fall cohort of NYCTF as a **Lead Instructor, Lead Coach or Fellows Coach**

Minimum of 3 years full-time classroom experience, in at least one of the following certification areas: Childhood Education with a Bilingual Extension, Science, Math, ESL/ENL, Special Education, English, and/or Social Studies.

Demonstrated satisfactory service in current Department of Education position and other per session activities.

SELECTION CRITERIA:

Passion and excitement for facilitating conversations with prospective candidates during the phone interview stage of the application process.

Evidence of highly effective oral communication skills, and clear communication through telephone

Evidence of strong written communication skills, including the ability to clearly communicate in writing evaluations of candidates' proficiency.

Evidence of strong critical thinking skills.

Ability to work in under strict time constraints to complete discrete tasks

Evidence of effective use of organizational skills and time management.

Evidence of ability to receive and reflect on feedback and adjust professional practice when necessary.

Comfort working with computers and the Internet, must be able to type quickly and document candidate responses

DUTIES/RESPONSIBILITIES:

Phone Interview Facilitation:

Review application materials for candidates prior to phone interview.

Internalize a script and facilitate an interview in an audible and engaging tone.

Record candidate responses and determine appropriate follow up questions to ask candidates based on the script.

Operate under strict time constraints to complete each candidate conversation and write up a candidate evaluation within 40 minutes, for five (5) candidates consecutively.

Note-taking:

Type at the speed of a candidate speaking to transcribe close to verbatim notes.

Comfortably use multiple computer screen windows to take notes and record candidate scores simultaneously; troubleshoot minor computer related issues independently (turning on computer, logging in, etc.)

Attentively multi-task; take notes on candidate answers, while also facilitating the phone conversation

Evaluating Evidence:

Use a rubric to evaluate candidate evidence and to select appropriate evidence for each interview competency
Evaluate applicants exclusively using the criteria set by the program selection model, using phone interview script and rubric.
Maintain complete, accurate and timely documentation on each candidate during and after phone interview.
Compose a summary that contains direct evidence and synthesis for each candidate

Attendance/Participation:

Complete Virtual Phone Interviewer training successfully in approximately late January 2025 or early February 2025.
Respond in a timely manner to staff inquiries regarding phone interview scheduling, interview documentation, and other related administrative requirements.
Manage personal scheduling accurately and efficiently via Internet-based scheduling program.
Arrive to interview events in a timely and consistent manner.
Convey a positive image of the New York City Teaching Fellows program.
Onsite Interviewers who participate in twenty (20) or more interview events during the school year will receive a rating.

WORK SCHEDULE:

Phone interviewing will occur on Monday- Thursday from 5:00 PM - 9:00 PM and on Saturdays from 9:30 AM- 1:30 PM.

Schedules will be determined by need and availability

January 2025 – June 2025: approximately 2-4 interview events per month based on the needs of the program.

SALARY:

TR Rate: Per Session rates as per the relevant union/organization of the advertised title (UFT, CSA, DC-37 - Collective Bargaining Agreement). Contingent Upon Funding Availability.

APPLICATION INSTRUCTIONS:

Please apply by filling out this preliminary application form: [Found here](https://survey.alchemer.com/s3/7580713/2024-NYCTF-Phone-Interviewer-Application)
<https://survey.alchemer.com/s3/7580713/2024-NYCTF-Phone-Interviewer-Application>

Application deadline: November 18th, 2024

Accepted candidates may be required to submit the OP 175 Form during the first training session

PLEASE INCLUDE THE ABOVE CIRCULAR NUMBER ON YOUR APPLICATION

If you have any questions about this posting, e-mail phoneinterviewernyctc@gmail.com

NOTE: Service exceeding the number of hours specified in Chancellor's Regulation C-175 governing per session activities requires prior approval. The appropriate Per Session Supervisor must make the request via the Per Session Service System and receive approval before the person can begin working in the activity. *Failure to obtain a valid waiver may result in the withholding of payment for hours worked beyond the maximum.*

AN EQUAL OPPORTUNITY EMPLOYER M/F/D

It is the policy of the New York City Department of Education (DOE) to provide equal employment opportunities in accordance with applicable laws and regulations and without regard to actual or perceived race, color, religion, creed, ethnicity, national origin, alienage, citizenship status, age, marital status, partnership status, disability, sexual orientation, gender (including actual or perceived gender identity, gender expression, pregnancy/conditions related to pregnancy or childbirth), military status, unemployment status, prior record of arrest or conviction, caregiver status, consumer credit history, predisposing genetic characteristics, salary history, sexual and reproductive health decisions, or status as a victim of domestic violence, sexual offenses, or stalking, and to maintain an environment free of harassment on any of the above protected classifications, including sexual harassment and retaliation. For more information, please refer to the DOE Non-Discrimination Policy: <https://www.schools.nyc.gov/about-us/policies/non-discrimination-policy>

APPROVED BY: 
Executive Director, Division of Human Resources

2024-25 APPLICATION FOR PER SESSION EMPLOYMENT AND CLAIM FOR RETENTION RIGHTS (OP-175)

Directions: This form must be completed and submitted to the per session supervisor prior to commencement of employment in a per session activity. A copy of this form must be retained by the per session supervisor. An applicant who wishes to claim retention rights must assert such a claim on this form. Retention rights may be claimed **ONLY** in one per session activity. No person may work more than 400 hours in one or a combination of per session activities (with a maximum of 400 hours in a school psychologist and/or school social worker position) without prior written approval of the Division of Human Resources in accordance with Chancellor's Regulation C-175.

Last Name: _____ First Name: _____ MI: _____

Home Address: _____ Zip Code: _____

Home Phone: (____) _____ File No.: _____ Email Address: _____

1. Are you a full-time employee of the NYC Department of Education? Yes ____ No ____

If yes, indicate current work location: CFN _____ District _____ School/Office _____
License or Title _____ Hours of Employment from _____ to _____

2. Per Session Position for which you are Applying: Program Name: _____

CFN ____ District ____ Approximate Start Date _____ Do you claim retention rights? Yes ____ No ____
School/Office _____ Approximate Total No. of Hours in Activity _____
Work Hours Monday – Friday _____ to _____ Saturday – Sunday _____ to _____

3. **Between July 1, 2024 and June 30, 2025, have you worked or do you plan to work in any other per session activity?**
Yes ____ No ____ . *If yes, indicate all positions below. (Use additional sheets if necessary)*

a. Program Name: _____

CFN ____ District ____ Approximate Start Date ____ Do you claim retention rights? Yes ____ No ____
School/Office _____ Approximate Total No. of Hours in Activity _____
Work Hours Monday – Friday _____ to _____ Saturday – Sunday _____ to _____

b. Program Name: _____

CFN ____ District ____ Approximate Start Date ____ Do you claim retention rights? Yes ____ No ____
School/Office _____ Approximate Total No. of Hours in Activity _____
Work Hours Monday – Friday _____ to _____ Saturday – Sunday _____ to _____

4. Will your total per session hours for this year, including the hours for the position for which you are applying, exceed 400?
Yes ____ No ____

5. If yes, have you submitted a waiver request to exceed the 400 hour maximum? Yes ____ No ____

6. **Declaration:** I have read and understand the requirements in Chancellor's Regulation C-175. I understand that I am bound by this regulation. I affirm that the information given above is, to my knowledge, accurate and complete, and I understand that a willfully false answer to any question contained herein is a Class E felony which shall render this application null and void and may result in loss of retention rights, cancellation of per session employment, loss of pay, recoupment of compensation already paid, and/or disciplinary action.

Signature of Applicant

Date

7. **Approval by Per Session Supervisor:** I certify that this applicant possesses the qualifications established for the position and that the selection was made after following advertising procedures set forth in Chancellor's Regulation C175.

Signature of Per Session Program Supervisor

Date

Summary of Chancellor’s Regulation C-175

Chancellor’s Regulation C-175 is available for review at <https://www.schools.nyc.gov/about-us/policies/chancellors-regulations>. Each school maintains a copy of the Standard Operating Procedures Manual for Schools (SOPM). Individuals may review a copy of these procedures in order to familiarize themselves with the process by which per session employees are processed and paid.

1. All per session employees must complete an application for per session activity (OP175) prior to commencing service.
2. Individuals who have been approved for waivers in prior years must resubmit new waiver applications each year. For this purpose, the per session year is from July 1 **through** June 30.
3. Individuals must submit a waiver form for exceeding the limit on the maximum number of hours that can be served in a per session year. The maximum number of hours of per session work that may be performed annually is available in the C-175 regulation.
4. No individual is authorized to work in a per session activity during a normal school workday.
5. Per session employment, whether funded from the same or a different source, may not be used as a means of providing additional compensation for work similar to that which is performed in an individual’s primary assignment.
6. Individuals cannot serve in a per session activity for which, in their primary assignment, they are responsible for hiring, rating, or coordinating or which they normally supervise in their primary assignment.
7. No per session compensation may be paid for work performed at home.
8. Employees on sabbatical leaves beginning August 1 must complete per session activities in which they are serving in July. They will not be permitted to commence any new per session assignments until the September following the completion of the sabbatical.
9. Each per session employee is required to use a time clock to record the exact time of arrival and departure. The timecard is to be maintained at the work site and should serve as the basis of entries on the Personnel Time Report. If a time clock is not available, a daily attendance report with exact time of arrival and departure must be provided, maintained and approved by a supervisor. In every case, regardless of the specific manner in which time is reported, supervisors are accountable for verifying the record of attendance. Approval by a co-worker is not acceptable. Failure to maintain satisfactory records will result in the withholding of compensation or recoupment of payment already made.
10. Each per session employee is required to submit a time sheet for service that was performed during the prior per session period within one school day of the per session period immediately following each service.
11. **Time sheets submitted for per session work which required a waiver that was not previously approved will result in the withholding of per session payment.**
12. If a teacher is entitled to retention rights in a per session activity but fails to claim those rights before or at the time of application for a different per session job in which the teacher has no retention rights, the teacher may then be denied employment in the job for which there is entitlement to retention.

Notes: Requests for waivers must be submitted sufficiently in advance to allow time for review and appropriate action. **Failure to obtain a valid waiver may result in the withholding of payment for hours worked beyond the maximum hours as outlined in Chancellor’s Regulation C-175.**