



**THE STATE EDUCATION DEPARTMENT / THE UNIVERSITY OF THE STATE OF NEW YORK /  
ALBANY, NY 12234**

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Dr. Harold A. Coles, District Superintendent of Schools  
First Sole Supervisory District of Westchester County and BOCES  
Board of Cooperative Educational Services  
17 Berkley Drive  
Rye Brook, NY 10573  
(914) 937-3820

**DATE: November 7, 2025**

**RE: Vacancy Announcement for East Ramapo CSD**

The East Ramapo CSD School Board seeks a dynamic Instructional Leader as Superintendent of Schools beginning July 1, 2026.

The East Ramapo Central School District, located in Rockland County, New York, is an urban/suburban school district that serves over 43,000 students from 47 countries, including 33,000 primarily Orthodox Jewish students who attend over 120 non-public schools, and benefit directly from services provided by the district, including special education, transportation, technology and textbooks.

East Ramapo boasts a supportive and highly engaged community that advocates passionately on behalf of their students and the education the district provides them with.

Designated as a High Needs/Low Resource school district by the New York State Education Department, East Ramapo strives to ensure that every student always receives the best available resources and support for their individual learning needs. The District consists of two high schools, two middle schools and nine elementary schools (including a Grades 4-8 STEAM Academy), along with an Early Childhood Center.

The successful candidate will have the following qualities and attributes:

- Experience as a Superintendent leading a multiethnic, multilingual, multiracial district, representing a culturally and religiously diverse community.
- A dedicated leader who seeks a long-term commitment to the district to provide stability and continuity in leadership.
- A strong background in school budgeting and developing long-term financial plans along with experience in leading district operations and school infrastructure, including transportation, facilities and food services.
- A demonstrated commitment to academic excellence.
- A proven ability to lead district teams in developing cohesive policies, practices and systems to benefit all children.
- A record of maintaining high visibility in the district's schools, at student activities and events, as well as supporting student accomplishments.

- A demonstrated ability to develop a communications framework based on transparency and engagement, including the ability to effectively advocate on behalf of the district to community partners.
- A proven record as an instructional leader, inspiring all learners to improve academic achievement.
- A demonstrated ability to motivate and inspire staff and a track record of supporting professional development.
- A proven ability to collaborate and build trust within the school and community.
- Proven experience as a skilled negotiator working collaboratively with collective bargaining units.
- Preference will be given to candidates who are bilingual and who are willing to locate within or near to the district.
- New York State certification, as a School District Leader or School District Administrator, is required.

The Board plans to offer a salary and benefits package that is regionally commensurate with experience. The successful candidate will be offered a 3-year contract with an annual performance review. Experience as a superintendent is strongly preferred. Residency in the district is encouraged but not required.

The Board has appointed Dr. Harold A Coles, District Superintendent of the Southern Westchester Board of Cooperative Educational Services (BOCES) to assist in the search process. Qualified applicants interested in applying should submit the following to Dr. Coles by **December 29, 2025**, the application deadline:

- Letter of interest
- Current resume
- Completed application
- Three current letters of recommendation
- Official transcripts
- NYS SDA/SDL Certification

**Here is the link to the application on our website.**

**[Link to Application](#)**

**The Application packet can be emailed: [swbsearch@swboces.org](mailto:swbsearch@swboces.org)**

**OR please mail to:**

**Dr. Harold A. Coles  
SWBOCES  
17 Berkely Drive  
Rye Brook, NY 10573**



## Our Mission

As a unified community, the East Ramapo Central School District is committed to educating the whole child by providing a healthy, safe, supportive, engaging and challenging learning environment.

## Our Vision

We will become proficient in all that we do.

# An Invitation to Apply for the Position of **SUPERINTENDENT**

## What Sets East Ramapo Apart

The East Ramapo Central School District, located in Rockland County, New York, is an urban/suburban school district that serves over 43,000 students from 47 countries, including 33,000 primarily Orthodox Jewish students who attend over 120 non-public schools, and benefit directly from services provided by the district, including special education, transportation, technology, and textbooks. The District serves students in the towns of Ramapo, Clarkstown and Haverstraw. Governed by a nine-member, elected Board of Education, East Ramapo is committed to meeting the varied needs of all of its students, who come from a rich diversity of backgrounds and cultures.

East Ramapo boasts a supportive and highly engaged community that advocates passionately on behalf of our students and the education the District provides them. Designated as a High Needs/Low Resource school district by the New York State Education Department, East Ramapo strives to ensure that every student always receives the best available resources and support for their individual learning needs. The District consists of two high schools, two middle schools and nine elementary schools (including a Grades 4-8 STEAM Academy), along with an Early Childhood Center.

Among the unique programs that set an East Ramapo education apart are: Smart Scholars, My Brother's Keeper, the Seal of Biliteracy, Family University, Dual Enrollment Coursework in collaboration with Syracuse University, Project Advance (SUPA), and Rockland Community College (RCC), as well as P-Tech and CDOS programs.

Curriculum implementation is under way in Grades K through 2 (Foundations); K through 5 core curriculum (American Reading Company Core); Grades 6 through 8 Carnegie Learning (Lenses on Literature); and Grades 6 through 8 Curriculum Associates (iReady). Other initiatives include the Secondary Seal of Civic Readiness, New Visions Curriculum (high school), and the aforementioned P-Tech program.

### Board of Education

**Shimon Z. Rose,**  
**President**

term ending 06-30-27

**Sherry McGill,**  
**Vice President**

term ending 06-30-26

**Sabrina**  
**Charles-Pierre**

term ending 06-30-28

**Moshe Samuel Feder**  
term ending 06-30-26

**Yitchok Gruber**  
term ending 06-30-28

**Moses Koth**  
term ending 06-30-27

**Simon Koth**  
term ending 06-30-26

**Hiram Rivera**  
term ending 06-30-27

**Ephraim**  
**Weissmandl**  
term ending 06-30-28

**District Clerk:**  
**Kathi Kivi**

## Candidate Profile

The successful candidate will have the following qualities and attributes:

- Prior experience as a Superintendent leading a multiethnic, multilingual, multiracial district, representing a culturally and religiously diverse community.
- A dedicated leader who seeks a long-term commitment to the district to provide stability and continuity in leadership.
- A strong background in school budgeting and developing long-term financial plans along with experience in leading district operations and school infrastructure, including transportation, facilities and food services.
- A demonstrated commitment to academic excellence.
- A proven ability to lead district teams in developing cohesive policies, practices and systems to benefit all children.
- A record of maintaining high visibility in the district's schools, at student activities and events, as well as supporting student accomplishments.
- Demonstrated ability to develop a communications framework based on transparency and engagement, including the ability to effectively advocate on behalf of the district to community partners.
- A proven record as an instructional leader, inspiring all learners to improve academic achievement.
- Demonstrated ability to motivate and inspire staff and a track record of supporting professional development.
- A proven ability to collaborate and build trust within the school and community.
- Proven experience as a skilled negotiator working collaboratively with collective bargaining units.



**Application deadline: December 29, 2025**

## East Ramapo, by the numbers

### District Enrollment

Total: 9,669 students, as of 9/2/2025

### Elementary School Enrollment

|                                         |     |
|-----------------------------------------|-----|
| • Early Childhood Center (Kindergarten) | 370 |
| • Margetts                              | 574 |
| • Fleetwood                             | 553 |
| • Summit Park                           | 668 |
| • Grandview                             | 512 |
| • Hempstead                             | 420 |
| • Elmwood                               | 577 |
| • Eldorado                              | 586 |
| • Lime Kiln                             | 528 |
| • Kakiat STEAM Academy                  | 827 |

### Middle School Enrollment

|                  |     |
|------------------|-----|
| • Chestnut Ridge | 582 |
| • Pomona         | 577 |

### High School Enrollment

|                 |       |
|-----------------|-------|
| • Ramapo        | 1,599 |
| • Spring Valley | 1,296 |

### Buildings

Total: 19

|                                                                 |   |
|-----------------------------------------------------------------|---|
| • Early Childhood Center                                        | 1 |
| • Elementary schools:                                           | 9 |
| • Middle schools:                                               | 2 |
| • High schools:                                                 | 2 |
| • Administration Building:                                      | 1 |
| • Maintenance facility, Warehouse, Bus Garage, Central Kitchen: | 4 |

### Staff

|                          |                   |
|--------------------------|-------------------|
| Total:                   | 1,632             |
| Administrators:          | 91 (CA, ERBA)     |
| Instructional Staff:     | 1,049 (TCH, TAST) |
| Non-Instructional Staff: | 583               |

Registered Voters: 65,033

### Demographic Breakdown as of 10/28/25

|                                                      |       |
|------------------------------------------------------|-------|
| • Hispanic:                                          | 78.9% |
| • White:                                             | 3.3%  |
| • African-American:                                  | 15.1% |
| • Asian:                                             | 2.0%  |
| • Native American/Alaskan/Hawaiian/Pacific Islander: | 0.1%  |
| • Multiracial:                                       | 0.6%  |

### Financial Picture

Current Budget: \$348,288,658

### State Aid Ratio

|                                             |               |
|---------------------------------------------|---------------|
| • Total 2025-26 Estimated Aid:              | \$181,345,591 |
| • Universal Pre-Kindergarten (Special Aid): | \$13,966,470  |
| • Estimated Aids - Special Aid:             | \$167,379,121 |
| • State Aid (Total Aid/Current Budget):     | 48.1%         |

### True Tax Rate

Tax Rate (per \$1,000 of assessment): \$8.92735

### True Value

• Full Assessed Value = \$18,215,149,887

### Equalization Rates:

|            |        |
|------------|--------|
| Ramapo     | 0.0754 |
| Clarkstown | 0.2115 |
| Haverstraw | 0.4926 |

### True Value

|            |                  |
|------------|------------------|
| Ramapo     | \$15,705,727,188 |
| Clarkstown | \$1,611,131,844  |
| Haverstraw | \$898,290,855    |

### Assessed Value

• Taxable Assessed Value: \$1,967,464,290

Local Tax Levy: \$162,801,802

### District History

The name Ramapo derives from an Algonquin word that meant 'round pond' or 'sweet water.' Ramapo developed on the early stage coach route between New York City and Albany. Schools were established by 1850 in most of the towns and villages of what is now East Ramapo. The Board of Union Free District #7 first met on Jan. 30, 1871. In 1873, the Little Red Schoolhouse, a one-room school, was established. This was rededicated in 1975 as a museum. On March 4, 1952, seven school districts merged to form Ramapo Central School District No.2, the largest school district in Rockland County and the seventh largest in New York State. Its 31 square miles extended from the borders of New Jersey to central Rockland. On August 22, 1973, the district was renamed the East Ramapo Central School District.

### INSTRUCTIONAL PROGRAM

#### Grade Alignment

- 1 - Kindergarten building: Early Childhood Center
- 4 - Kindergarten through 3rd grade buildings: Margetts, Fleetwood, Summit Park, Grandview
- 1 - Kindergarten through 6th grade building: Hempstead
- 3 - 4th grade through 6th grade buildings: Elmwood, Eldorado, Lime Kiln
- 1 - 4th grade through 8th grade building: Kakiat STEAM Academy
- 2 - Middle Schools (grades 7 & 8): Chestnut Ridge and Pomona
- 2 - High Schools (grades 9 - 12): Ramapo and Spring Valley





# Submissions

Qualified applicants should submit the following:

- ♦ Letter of Interest
- ♦ Résumé
- ♦ Application
- ♦ Three Current Letters of Reference
- ♦ Official Transcripts
- ♦ Certifications

## Timeline

Application  
Deadline

**December 29, 2025**

**Applicants are asked not to contact the East Ramapo Board of Education directly.**

**Instead, please direct all application materials to:**

**Dr. Harold A. Coles**

District Superintendent

**Southern Westchester BOCES**

17 Berkley Drive

Rye Brook, NY 10573

914-937-3820, Ext. 4547

swbsearch@swboces.org

Preference will be given to candidates who are bilingual and who are willing to locate within or near to the District. New York State certification, as a School District Leader or School District Administrator is required.

The Board of Education is offering a regionally competitive salary and benefits package, commensurate with qualifications and experience. Anticipated start date:

July 1, 2026.

## What Happens to Graduates?

Graduates pursue 2-year and 4-year colleges and universities, as well as entering the workforce, military and industry-aligned careers.

## Relationships with BOCES Programs

These include P-Tech partnership, C-Tech (credentialed instruction), LHRIC membership and participation, Teacher and Administrator Professional Development through RBOCES, SWBOCES, PNWBOCES, Erie 1 BOCES, Rockland County-Wide Professional Development Day, CoSer agreements, Professional Services, Contract Support, and Consultant Agreements.

## About the greater East Ramapo community

The District is located in Rockland County, 30 miles northwest of New York City. The County has a strong economy and boasts of highly skilled and educated workforce. The County possesses an eclectic mix of diverse natural, cultural and historical assets as well as retail shopping from boutiques to shopping malls.

## Recreational Facilities

There is abundant outdoor space and recreational opportunities. The Town of Ramapo Parks and Recreation Department operates numerous local parks and facilities. The Joseph T. St. Lawrence Community Health and Sports Complex (aka "Torne Valley Recreation Center & Fields") was opened in 2006. It features a turf multi-purpose field with stands to accommodate 1,800 spectators, a separate climate-controlled dome, a 60x40 yard and a turf practice area. It also features three multi-purpose indoor courts, a running track, cardio equipment, weight training machines, two racquetball

courts, a computer room, and a dance/aerobic studio. Sports include football, lacrosse, soccer, baseball, and field hockey, as well as year-round sports programs that were not previously available to Ramapo residents. The County also has award-winning golf courses.

The New York Boulders is a professional baseball team based at Clover Stadium just outside the Village of Pomona and is a member of the Frontier League.

## Business, Health Care and Higher Education

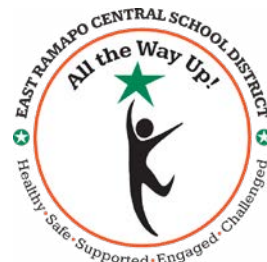
Major hospitals serving the Town of Ramapo area include Good Samaritan Hospital in Suffern and the nearby Montefiore Nyack Hospital as well as Helen Hayes Hospital. The town also features several community and specialized health centers.

The Town of Ramapo is home to SUNY Rockland Community College, a public, two-year community college located in Suffern. Dominican University New York and St. Thomas Aquinas College are in Orangeburg. Rockland is also home to the Iona University Rockland Campus and Long Island University-Hudson.

Nearby major corporations include Pfizer, a leader in biotechnology and pharmaceuticals, Nice-Pak, the world's largest producer of disposable wipes, and Daikin America, a fluoromaterials manufacturer.

## Transportation

There are easy connections to the New York State Thruway (I-87), the Garden State Parkway and the Palisades Interstate Parkway. Public transportation includes the local Transport of Rockland (TOR) bus system, the Hudson Link commuter bus service, the paratransit TRIPS service for seniors and eligible residents with disabilities, and connections to regional services like Rockland Coaches and Metro North and NJ Transit trains.



Application materials can be found at:  
[www.swboces.org/EastRamapo\\_Search](http://www.swboces.org/EastRamapo_Search)

**Application deadline: December 29, 2025**