



**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:

- 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.

- 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. 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**