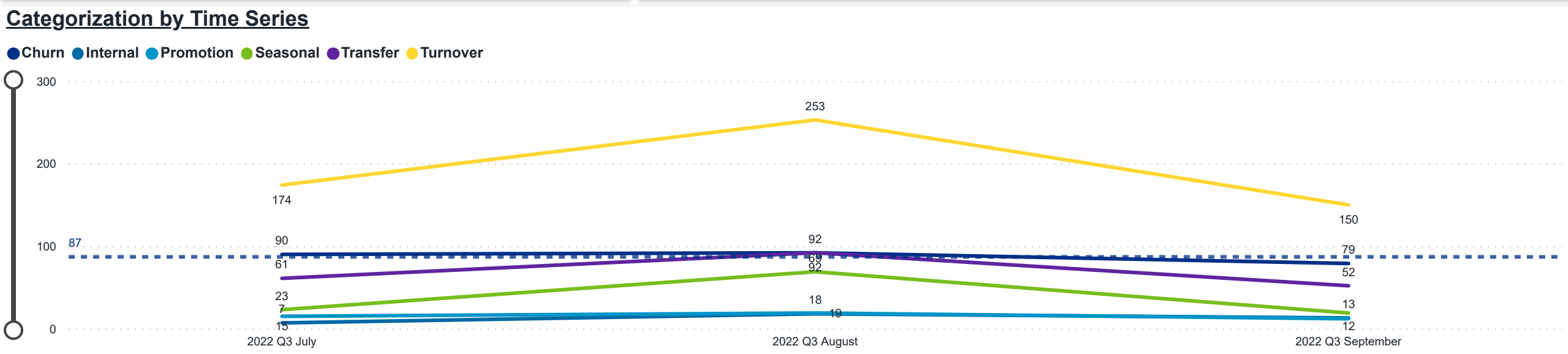
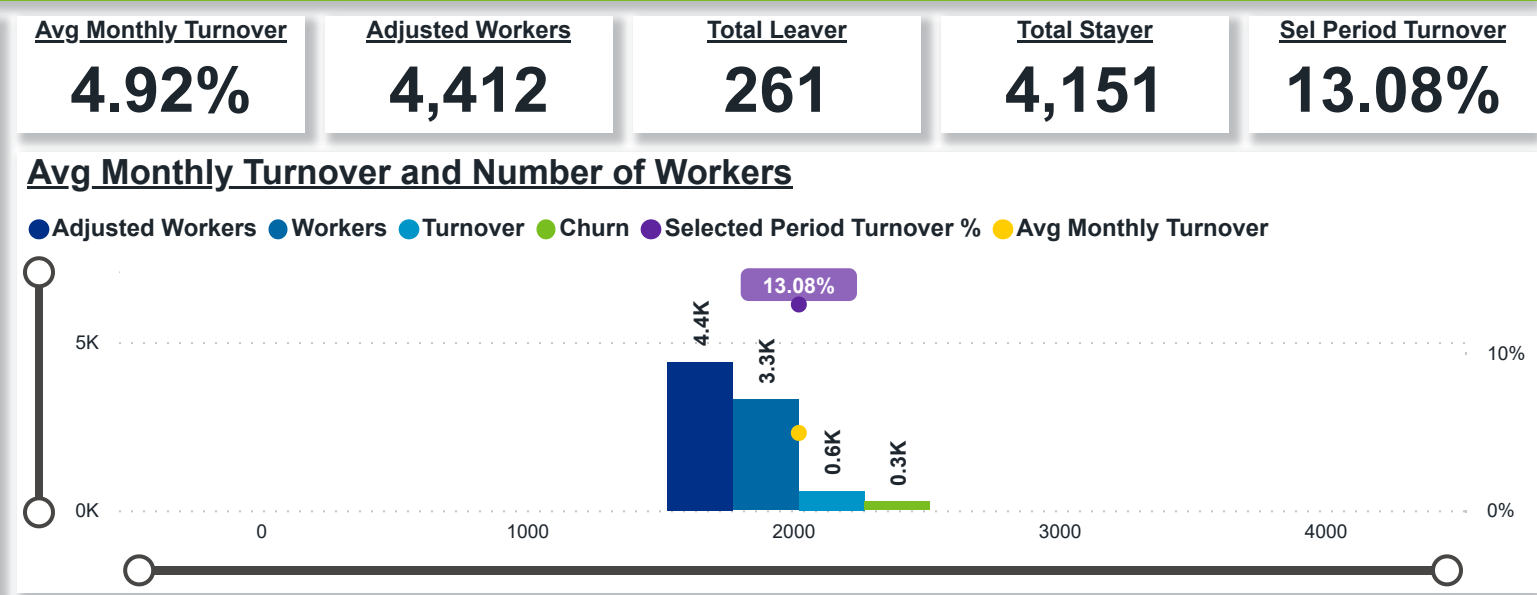
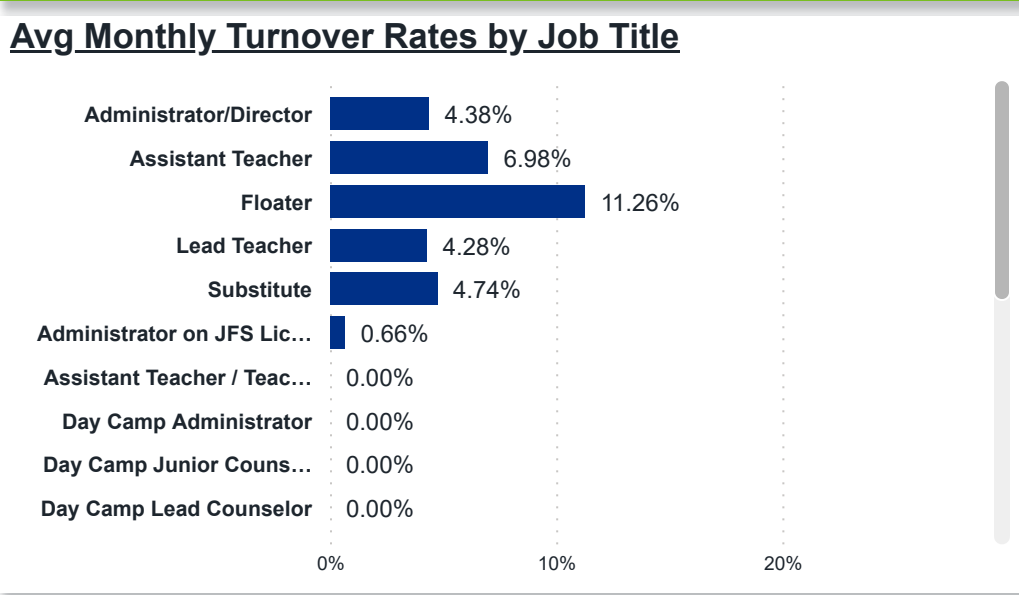
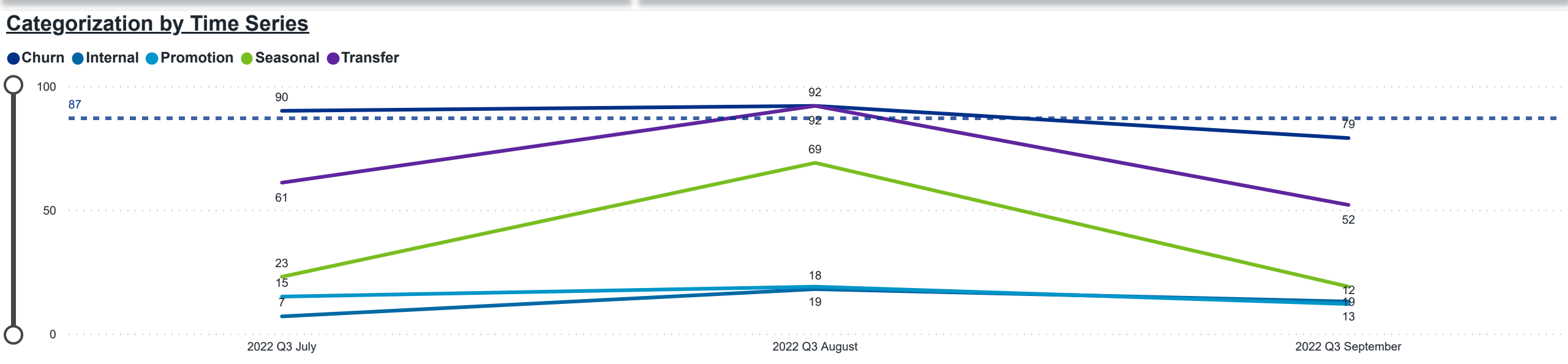
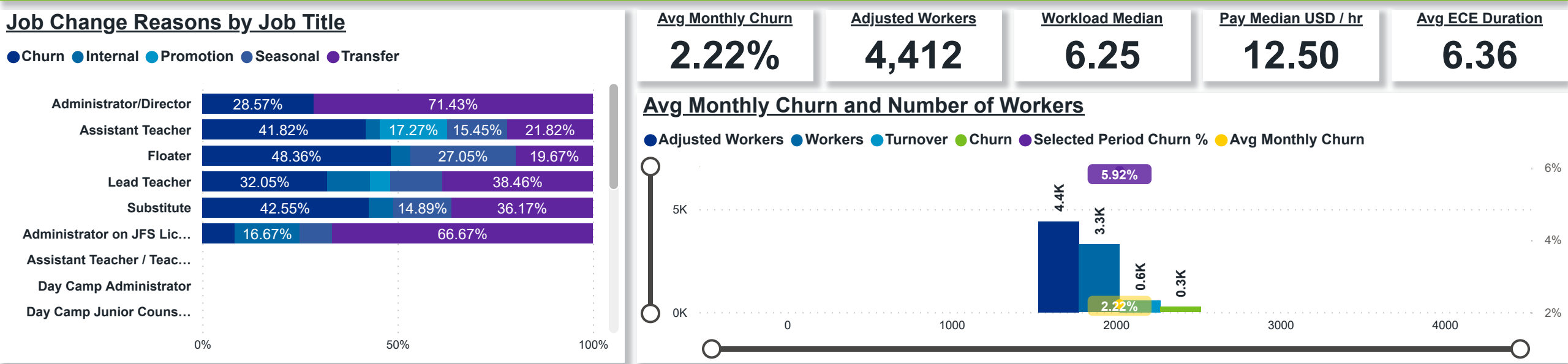


County: Multiple selec...Star Rating: AllTotal Duration: 0.0050.00Center Type: AllEducation: All





Date: 202207202209

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

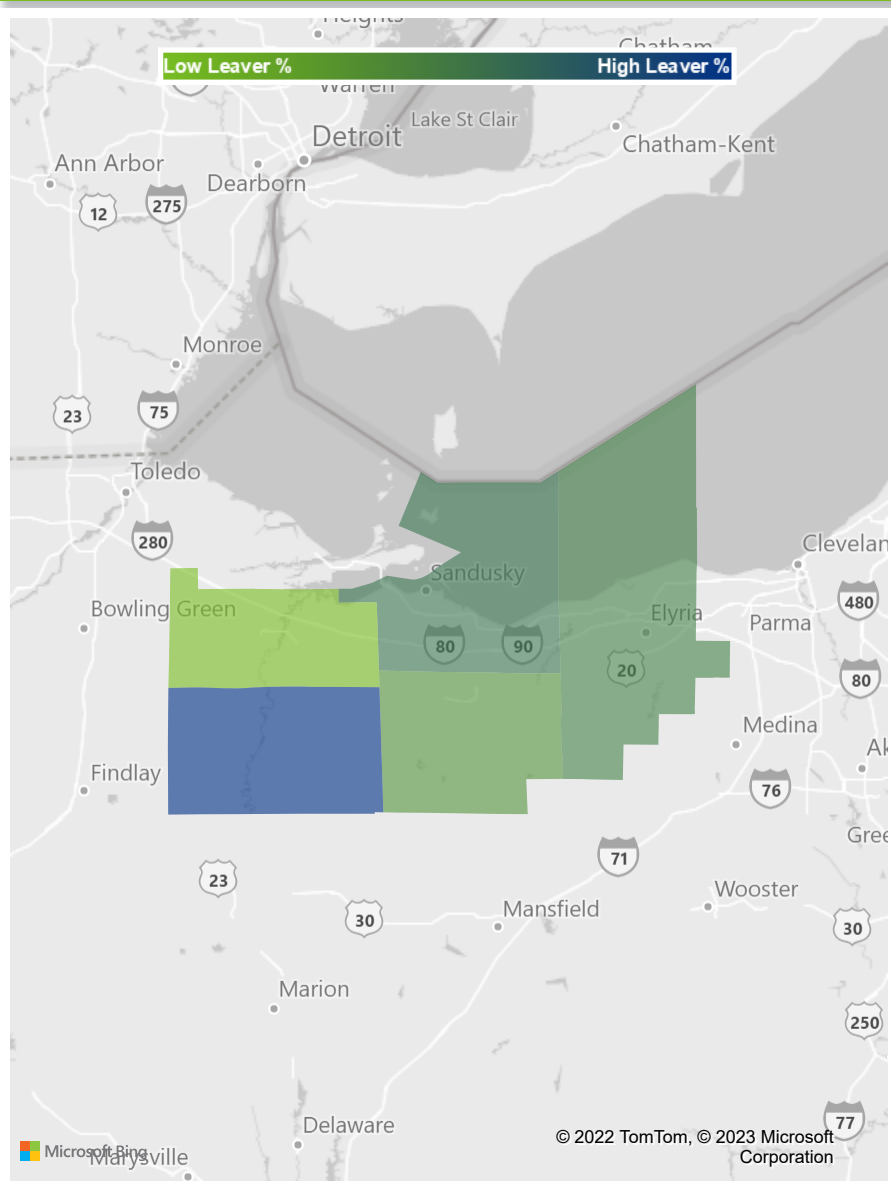
County: Multiple selec...

Star Rating: All

Total Duration: 0.0050.00

Center Type: All

Education: All



ADJUSTED WORKERS

4,412

TOTAL LEAVER

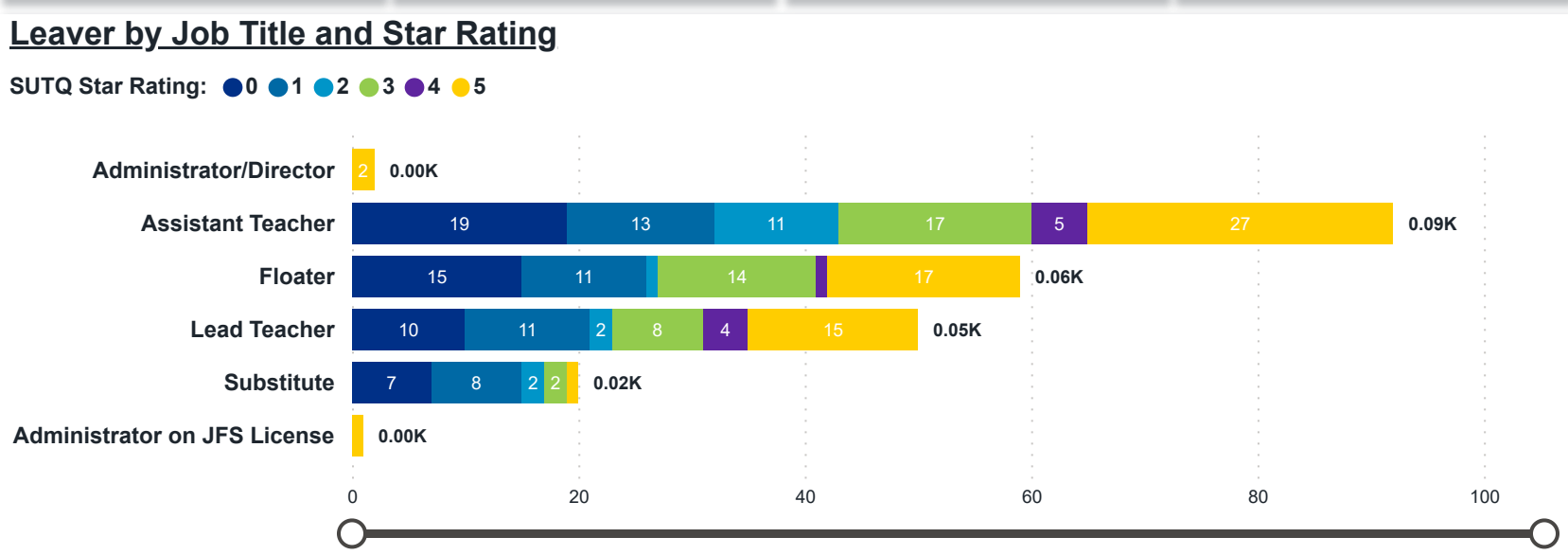
261

TOTAL STAYER

4,151

SELECTED PERIOD CHURN %

5.92%



County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Star Rating Mean
Erie OH	479	376	11.42%	30	449	6.26%	93.74%	2.41%	13.78%	5.29%	6.27	2.42
Huron OH	356	275	8.35%	20	336	5.62%	94.38%	2.15%	8.43%	3.23%	6.30	2.92
Lorain OH	2,750	2,045	62.10%	165	2,585	6.00%	94.00%	2.27%	14.87%	5.62%	6.03	3.63
Sandusky OH	598	438	13.30%	28	570	4.68%	95.32%	1.68%	7.53%	2.71%	6.00	2.98
Seneca OH	229	189	5.74%	18	211	7.86%	92.14%	2.92%	11.79%	4.38%	7.00	3.09
Total	4,412	3,293	100.00%	261	4,151	5.92%	94.08%	2.22%	13.08%	4.92%	6.25	3.34

Date: 202207202209

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

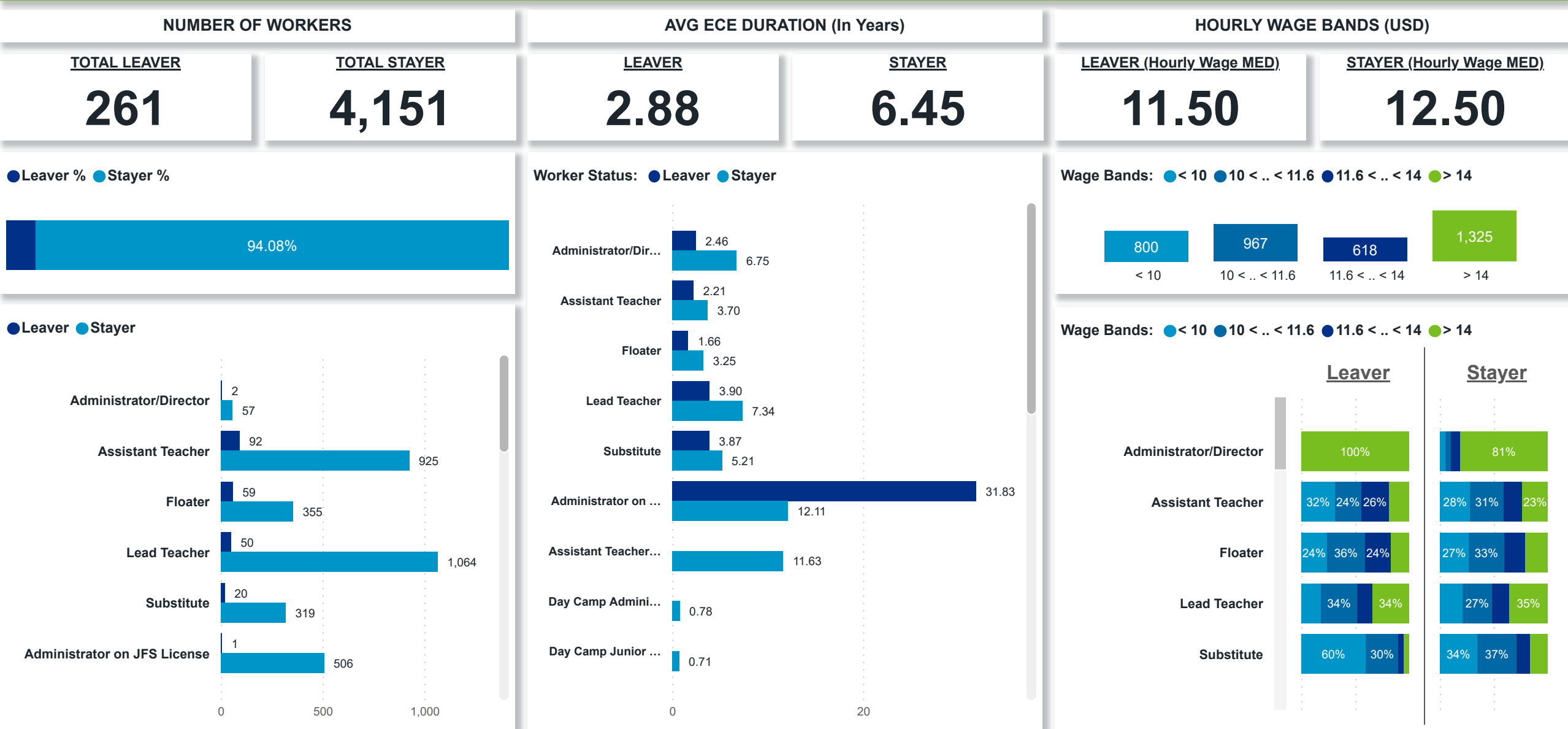
County: Multiple selec...

Star Rating: All

Total Duration: 0.0050.00

Center Type: All

Education: All



Date: 202207202209

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

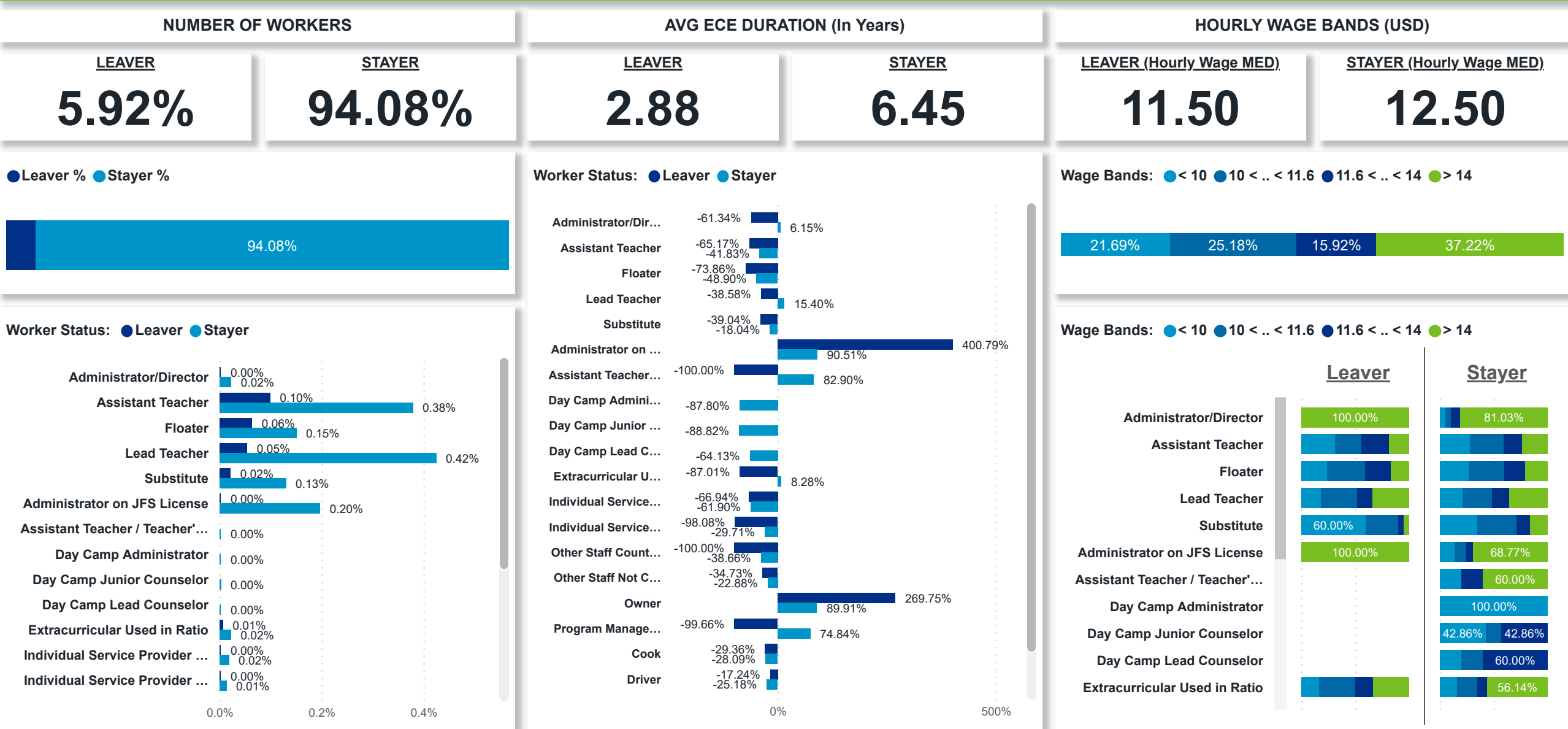
County: Multiple selec...

Star Rating: All

Total Duration: 0.0050.00

Center Type: All

Education: All



Date:202207202209

Position Type:All

Beale Code:All

Publicly Funded:All

Job Title:All

County:Multiple selec...

Star Rating:All

Total Duration:0.0050.00

Center Type:All

Education:All

LEAVER (Avg Career Duration)

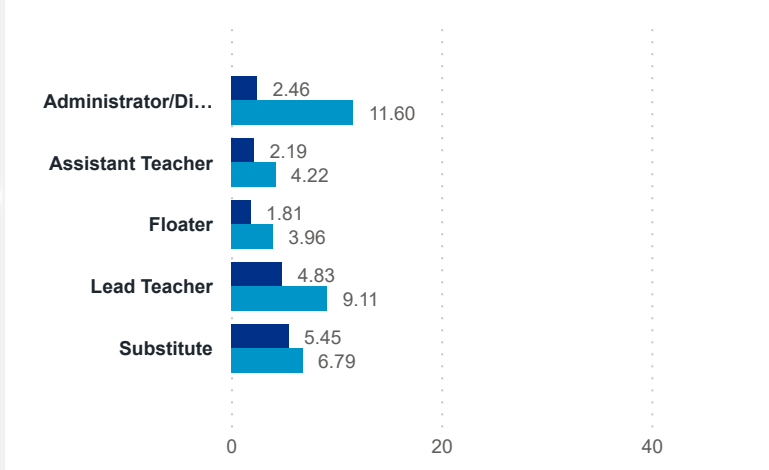
3.38

STAYER (Avg Career Duration)

8.97

Avg Career Duration by Job Title

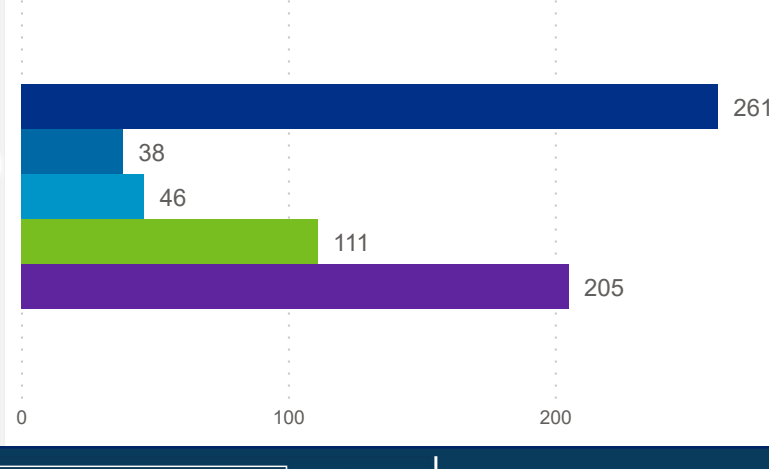
Worker Status: Leaver Stayer



Job Title	Leaver Avg	Stayer Avg
Administrator/Director	2.46	11.60
Assistant Teacher	2.19	4.22
Floater	1.81	3.96
Lead Teacher	4.83	9.11
Substitute	5.45	6.79

Turnover Reasons

Churn Internal Promotion Seasonal Transfer



Reason	Count
Churn	261
Internal	38
Promotion	46
Seasonal	111
Transfer	205

STAYER (Promotion)

46

County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Lorain	Assistant Teacher	0.01	12.25	Mid	5.35	3.00
Lorain	Substitute	0.01	12.00	Mid	6.26	3.00
Lorain	Extracurricular Used in Ratio	0.01	14.50	Early	1.33	5.00
Lorain	Lead Teacher	0.02	16.50	Mid	5.70	3.00
Lorain	Program Management Used in Ratio	0.02	21.00	Early	4.27	5.00
Lorain	Cook	0.02	11.00	Early	9.94	5.00
Lorain	Assistant Teacher	0.02	11.23	Early	8.20	1.00
Sandusky	Assistant Teacher	0.03	16.48	Mid	2.86	5.00
Lorain	Assistant Teacher	0.04	13.45	Early	8.50	5.00
Lorain	Individual Service Provider Used in Ratio	0.05	18.00	Senior	1.54	5.00
Lorain	Individual Service Provider Used in Ratio	0.05	15.33	Senior	4.96	5.00
Sandusky	Floater	0.06	16.00	Early	7.09	3.00

Seniority: Early Mid Senior

Leaver

Stayer

Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute

Administrator on JFS License

Assistant Teacher / Teacher's or Student Aide

Day Camp Administrator

100.00%

71.74%

81.36%

58.00%

60.00%

100.00%

35.38%

56.17%

63.33%

31.71%

44.67%

28.04%

20.00%

100.00%

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DATA & REVIEW DRAFT 12.31.22

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Date:202207202209

Position Type:All

Beale Code:All

Publicly Funded:All

Job Title:All

County:Multiple selec...

Star Rating:All

Total Duration:0.0050.00

Center Type:All

Education:All

LEAVER (Avg Career Duration)

3.38

STAYER (Avg Career Duration)

8.97

TOTAL STAYER

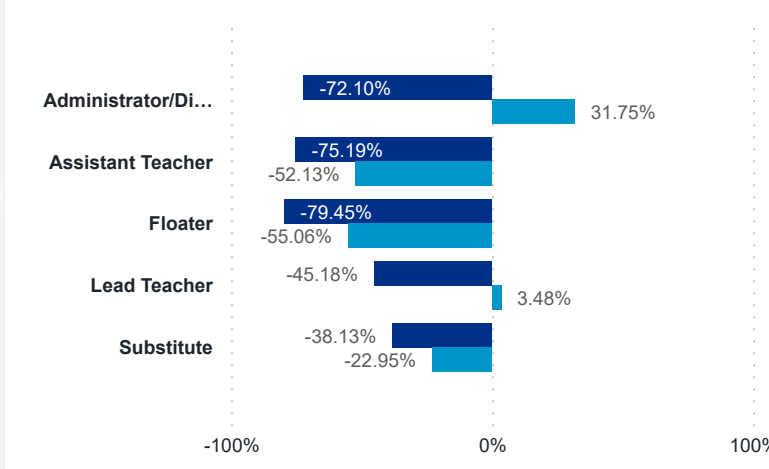
4,151

STAYER (Promotion)

46

Avg Career Duration by Job Title vs Mean

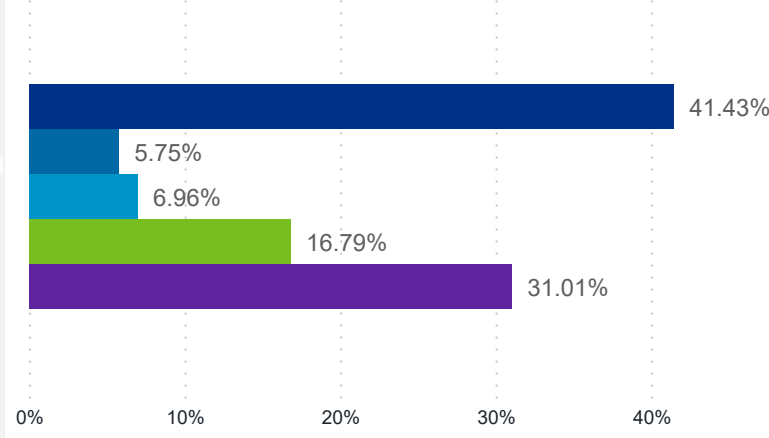
Worker Status:LeaverStayer



Job Title	Leaver (%)	Stayer (%)
Administrator/Director	-72.10%	31.75%
Assistant Teacher	-75.19%	-52.13%
Floater	-79.45%	-55.06%
Lead Teacher	-45.18%	3.48%
Substitute	-38.13%	-22.95%

Turnover Reasons

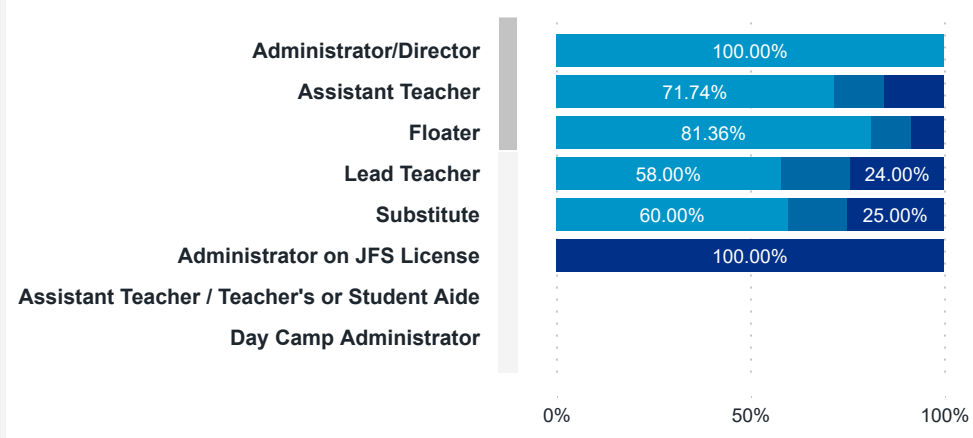
ChurnInternalPromotionSeasonalTransfer



Job Title	Churn (%)	Internal (%)	Promotion (%)	Seasonal (%)	Transfer (%)
Administrator/Director	41.43%				
Assistant Teacher	5.75%				
Floater	6.96%				
Lead Teacher				16.79%	
Substitute					31.01%

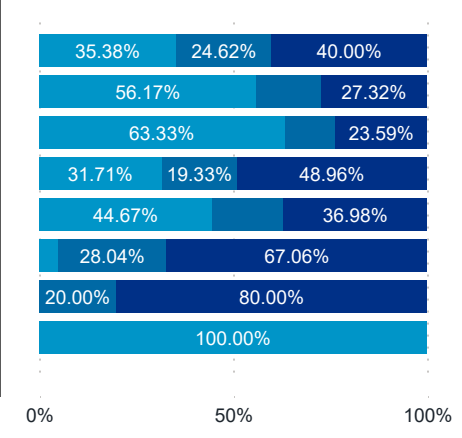
Seniority:EarlyMidSenior

Leaver



Job Title	Early (%)	Mid (%)	Senior (%)
Administrator/Director	100.00%		
Assistant Teacher	71.74%		
Floater	81.36%		
Lead Teacher	58.00%		24.00%
Substitute	60.00%		25.00%
Administrator on JFS License	100.00%		
Assistant Teacher / Teacher's or Student Aide			
Day Camp Administrator			

Stayer



Job Title	Early (%)	Mid (%)	Senior (%)
Administrator/Director	35.38%	24.62%	40.00%
Assistant Teacher	56.17%		27.32%
Floater	63.33%		23.59%
Lead Teacher	31.71%	19.33%	48.96%
Substitute	44.67%		36.98%
Administrator on JFS License	28.04%		67.06%
Assistant Teacher / Teacher's or Student Aide	20.00%		80.00%
Day Camp Administrator	100.00%		

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DATA & REVIEW DRAFT 12.31.22

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Date: 202207202209

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

County: Multiple selec...

Star Rating: All

Total Duration: 0.0050.00

Center Type: All

Education: All



Date: 202207202209

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

County: Multiple selec...

Star Rating: All

Total Duration: 0.0050.00

Center Type: All

Education: All

PAY MEDIAN (USD) | Inflation-Adjusted (2021 dollars)

LEAVER

11.50

STAYER

12.50

Worker Status: LeaverStayer



Worker Status	2022 Year	Median Hourly Pay
Leaver	2022	11.50
Stayer	2022	12.50

PAY PROGRESSION (USD) | Inflation-Adjusted (2021 dollars)

LEAVER

0.53

STAYER

0.53

Worker Status: LeaverStayer



Worker Status	2022 Year	Median Pay Change
Leaver	2022	1.00
Stayer	2022	1.50

PAY & CAREER SENIORITY (USD)

Seniority: EarlyMidSenior



Seniority	Percentage
Early	-4.0%
Mid	4.0%
Senior	3.2%

Worker Status: LeaverStayer



Worker Status	Position	Deviation from Median Salary Change (Total %)
Leaver	Administrator/Director	-100.0%
Stayer	Administrator/Director	100.0%
Leaver	Assistant Teacher	75.0%
Stayer	Assistant Teacher	14.5%
Leaver	Floater	150.0%
Stayer	Floater	-25.0%
Leaver	Lead Teacher	35.0%
Stayer	Lead Teacher	40.0%

Seniority: EarlyMidSenior

Leaver



Position	Deviation from Median Salary (Total %)
Administrator/Director	-100.0%
Assistant Teacher	-4.0%
Floater	-8.0%
Lead Teacher	-12.0%
Substitute	-21.0%
Administrator on JFS License	-100.0%

Stayer



Position	Deviation from Median Salary (Total %)
Administrator/Director	36.4%
Assistant Teacher	-6.8%
Floater	-8.0%
Lead Teacher	-4.0%
Substitute	-16.0%
Administrator on JFS License	20.0%

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DATA & REVIEW DRAFT 12.31.22

Page 9 of 11

Date:202207202209

Position Type:All

Beale Code:All

Publicly Funded:All

Job Title:All

County:Multiple selec...

Star Rating:All

Total Duration:0.0050.00

Center Type:All

Education:All

Workload Median (Total)

6.25

Workload Median (Leaver)

5.81

Workload Median (Stayer)

6.25

Star Rating Mean (Total)

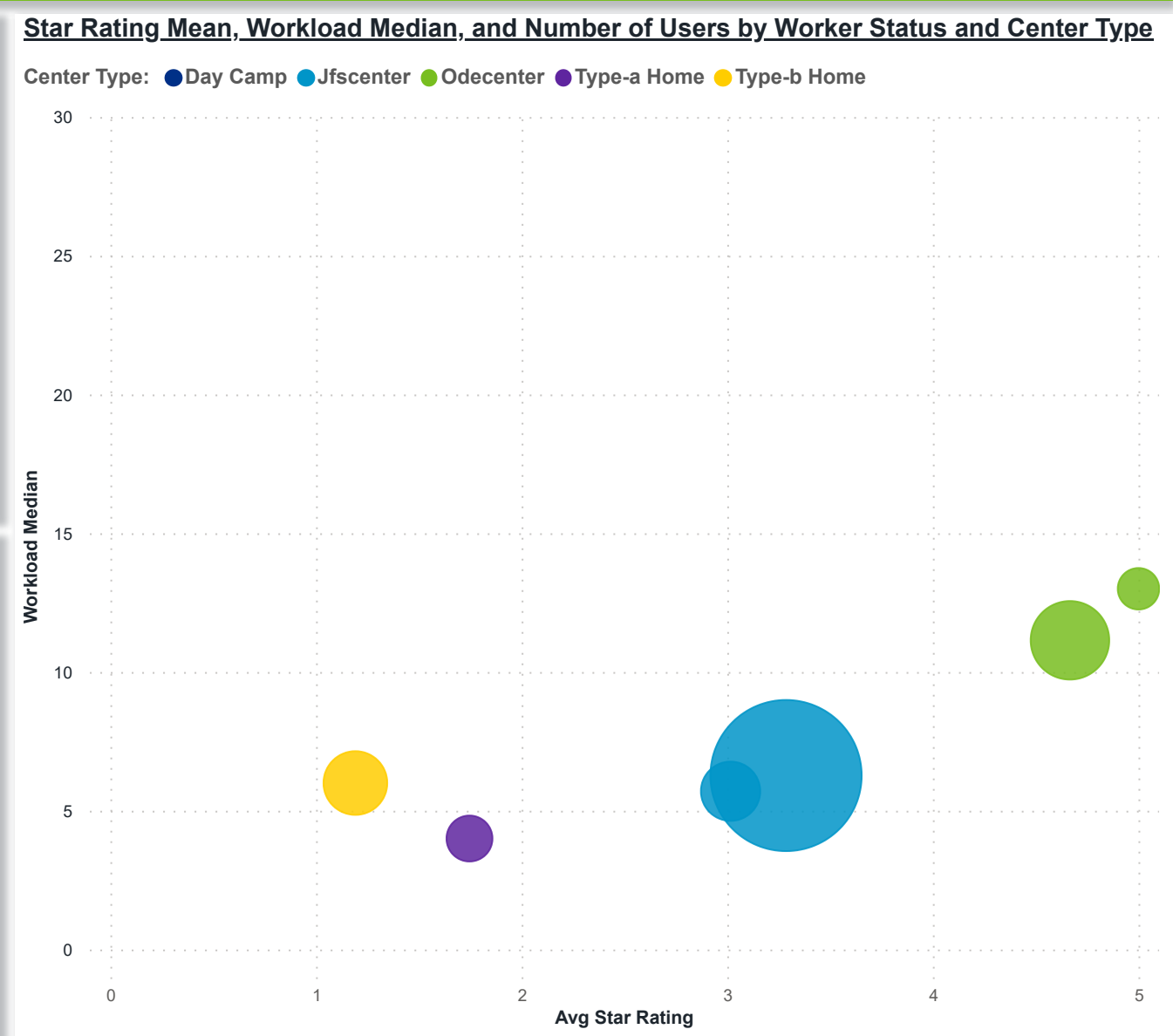
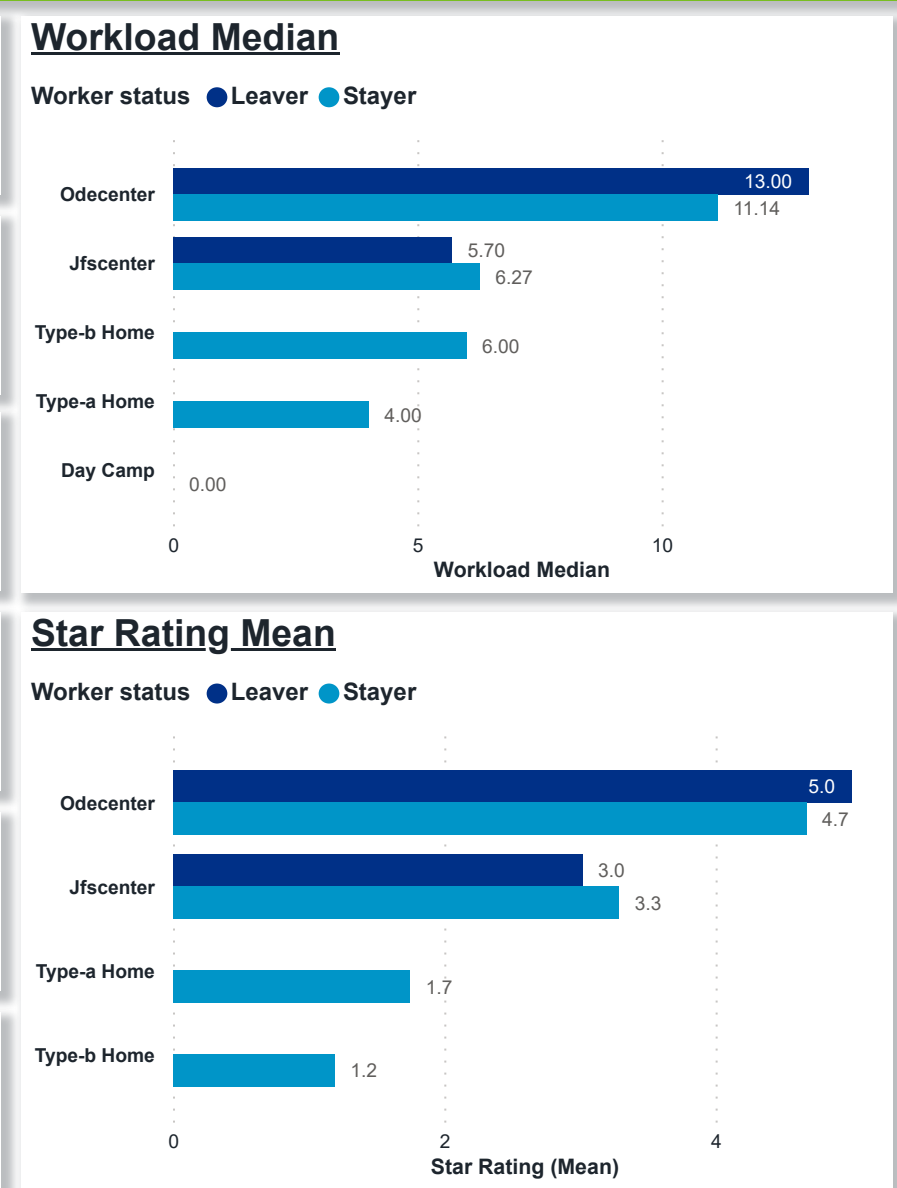
3.34

Star Rating Mean (Leaver)

3.22

Star Rating Mean (Stayer)

3.35



Date:202207202209

Position Type:All

Beale Code:All

Publicly Funded:All

Job Title:All

County:Multiple selec...

Star Rating:All

Total Duration:0.0050.00

Center Type:All

Education:All

Workload Median (Total)

6.25

Workload Median (Leaver)

5.81

Workload Median (Stayer)

6.25

Star Rating Mean (Total)

3.34

Star Rating Mean (Leaver)

3.22

Star Rating Mean (Stayer)

3.35

