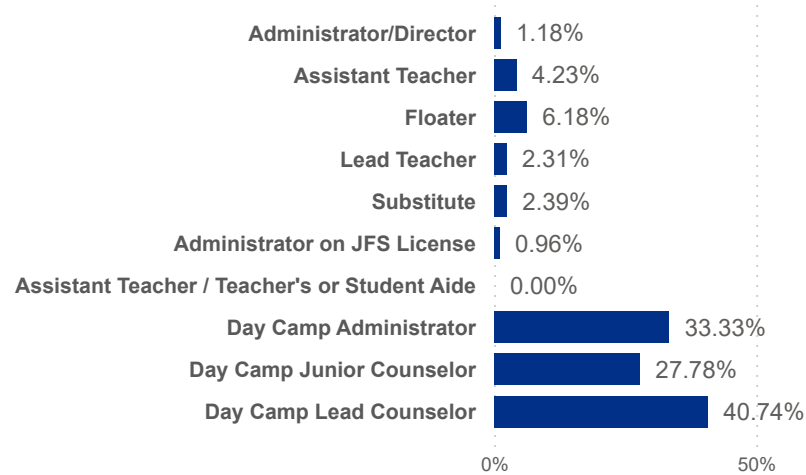




Date: 202501	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202503	Position Type: All			Credential: All	TEACH Models: All
SDA>County: SDA 12	SUTQ Rating: All	Total Duration: 0.00	Center Type: All	Publicly Funded: All	POWER Status: All
		100.00	Beale Code: All	Student Age Group: All	POWER Levels: All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

3.14%

Adjusted Workers

2,001

Total Leaver

105

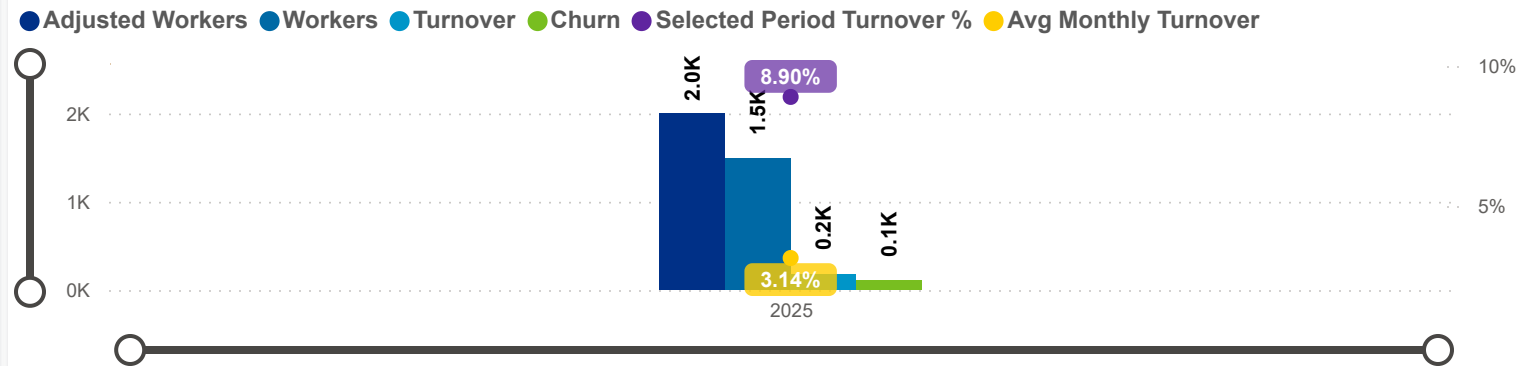
Total Stayer

1,896

Sel Period Turnover

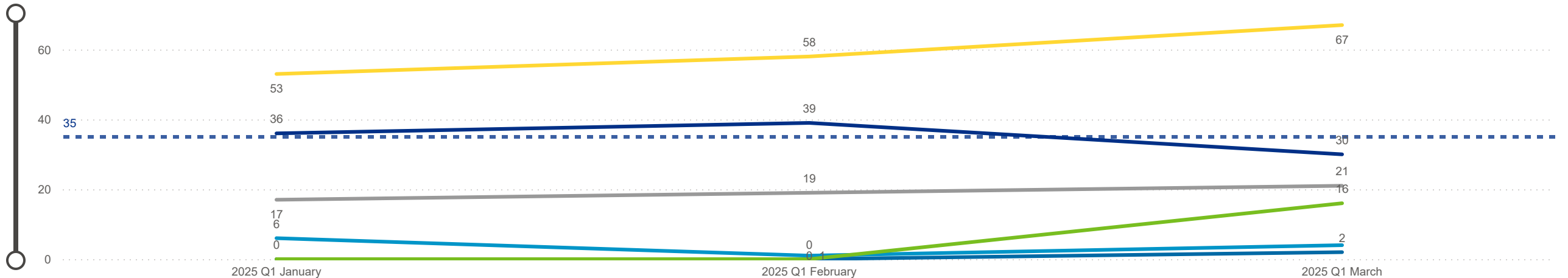
8.90%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover

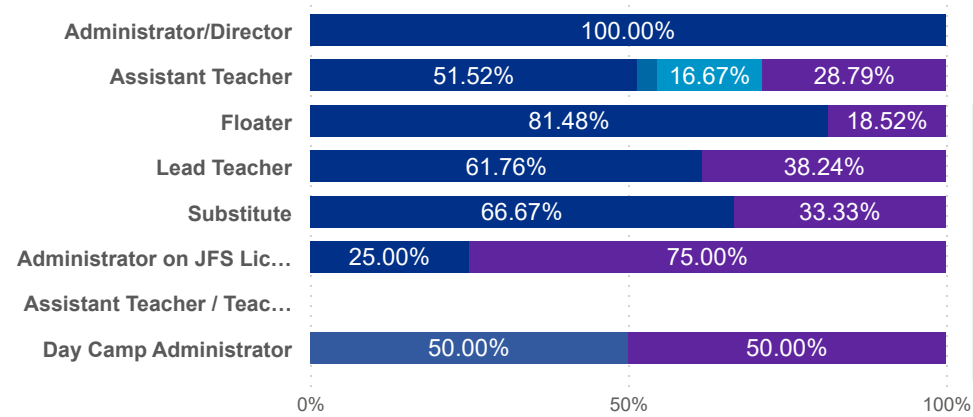




Date: 202501	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202503	Position Type: All			Credential: All	TEACH Models: All
SDA>County: SDA 12	SUTQ Rating: All	Total Duration: 0.00	Center Type: All	Publicly Funded: All	POWER Status: All
		100.00	Beale Code: All	Student Age Group: All	POWER Levels: All

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

1.85%

Adjusted Workers

2,001

Workload Median

6.00

Pay Median USD / hr

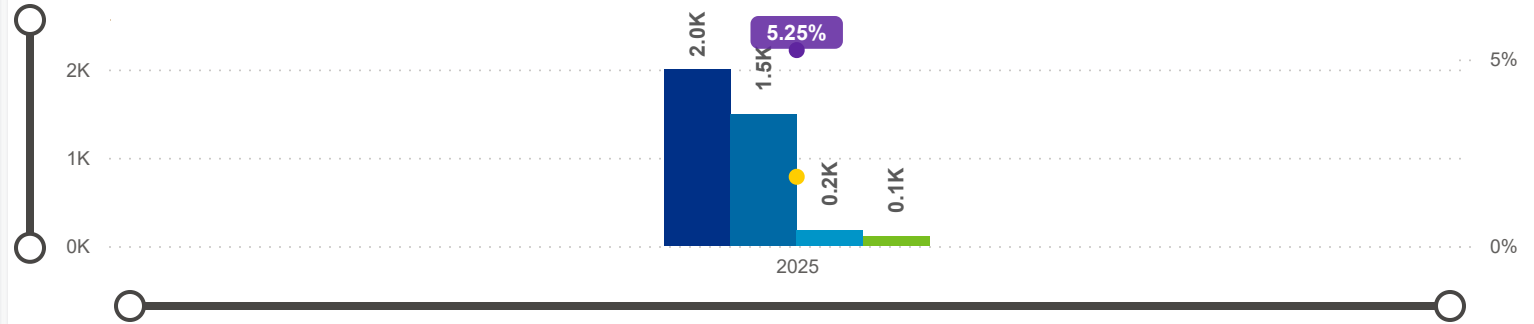
14.00

Avg ECE Duration

5.53

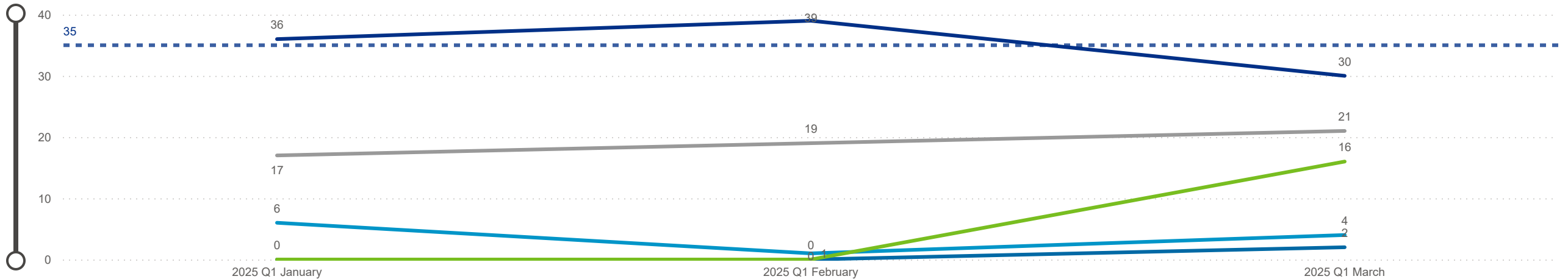
Avg Monthly Churn and Number of Workers

● Adjusted Workers ● Workers ● Turnover ● Churn ● Selected Period Churn % ● Avg Monthly Churn



Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Date: 202501

Program Type: All

Job Title: All

Teacher Age Group: All

Education: All

TEACH Status: All

Date: 202503

Position Type: All

Credential: All

TEACH Models: All

SDA>County: SDA 12

SUTQ Rating: All

Total Duration: 0.00

Center Type: All

Publicly Funded: All

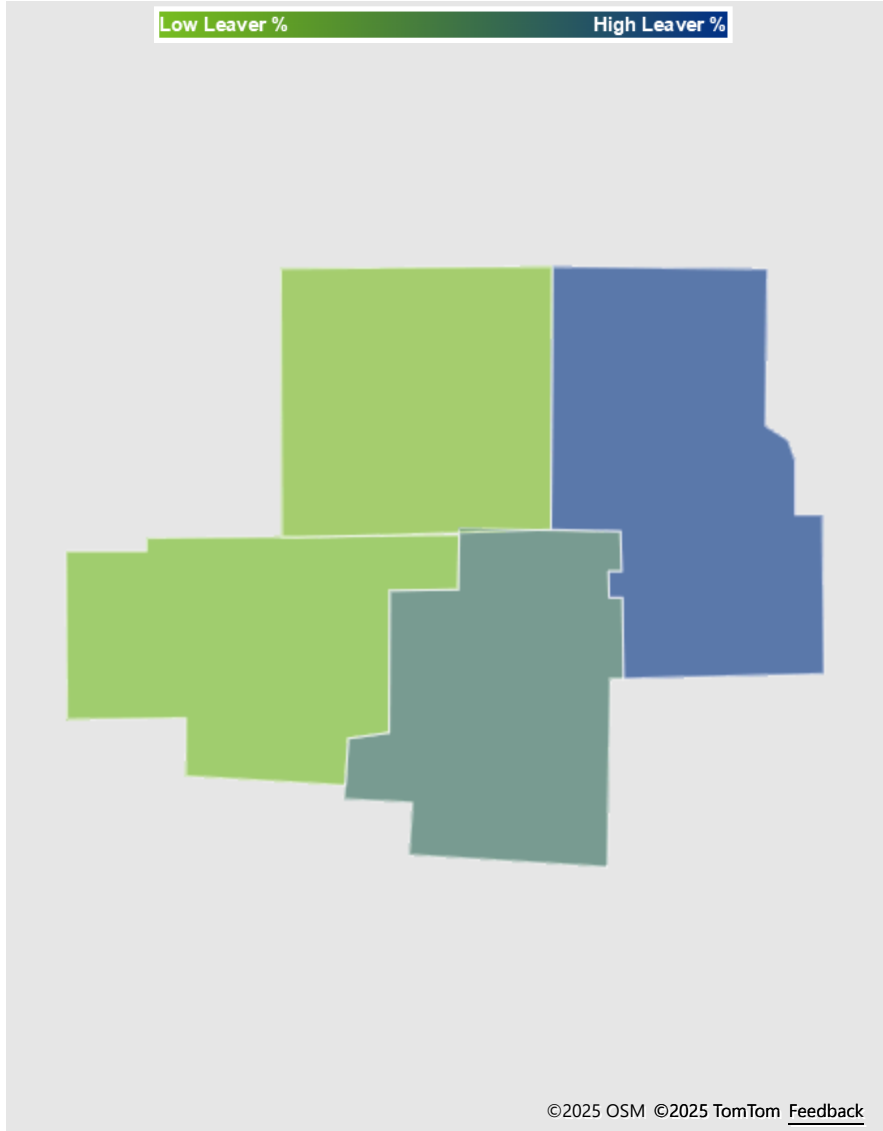
POWER Status: All

100.00

Beale Code: All

Student Age Group: All

POWER Levels: All



ADJUSTED WORKERS

2,001

TOTAL LEAVER

105

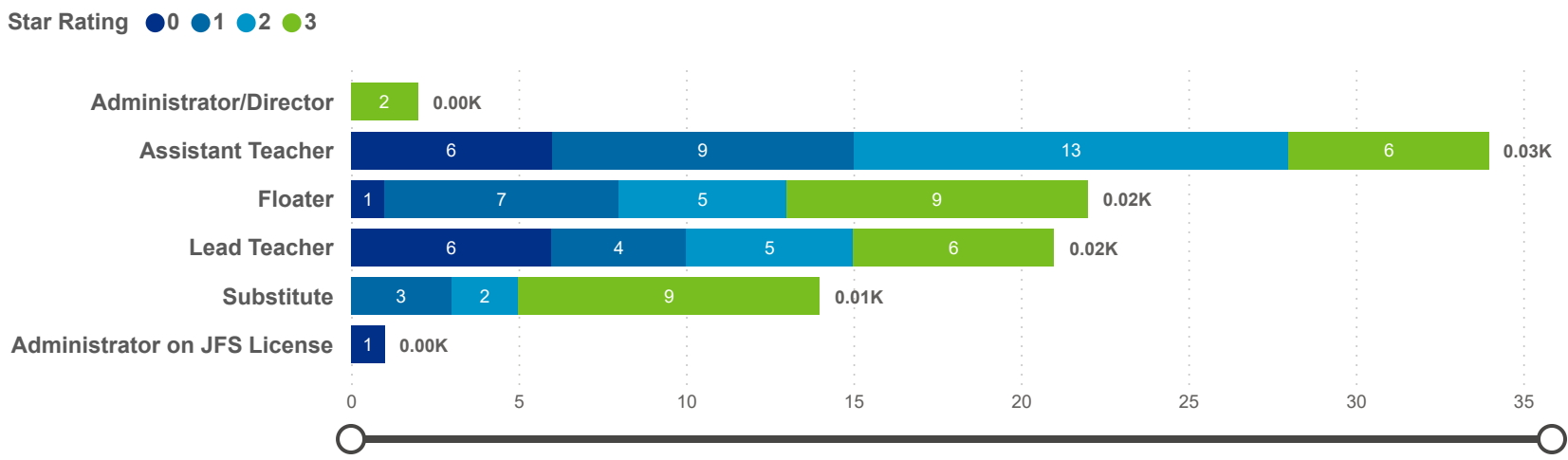
TOTAL STAYER

1,896

SELECTED PERIOD CHURN %

5.25%

Leaver by Job Title and Star Rating



County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Avg Star Rating
Richland OH	1,067	783	52.66%	64	1,003	6.00%	94.00%	2.15%	11.25%	4.03%	6.00	2.06
Marion OH	426	315	21.18%	18	408	4.23%	95.77%	1.48%	7.28%	2.54%	5.12	1.61
Morrow OH	173	147	9.89%	9	164	5.20%	94.80%	1.82%	6.36%	2.23%	6.38	1.35
Crawford OH	335	269	18.09%	14	321	4.18%	95.82%	1.44%	4.78%	1.64%	6.25	1.20
Total	2,001	1,487	100.00%	105	1,896	5.25%	94.75%	1.85%	8.90%	3.14%	6.00	1.75

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Workforce and Program Analysis Platform (WPAP): JOBS & EMPLOYEES - NOMINAL

Created Date: 07/15/2025

Date:

202501

Program Type:

All

Job Title:

All

Teacher Age Group:

All

Education:

All

TEACH Status:

All

202503

Position Type:

All

Credential:

All

TEACH Models:

All

SDA>County:

SDA 12

SUTQ Rating:

All

Total Duration:

0.00

Center Type:

All

Publicly Funded:

All

POWER Status:

All

100.00

Beale Code:

All

Student Age Group:

All

POWER Levels:

All

NUMBER OF WORKERS		AVG ECE DURATION (In Years)		HOURLY WAGE BANDS (USD)	
TOTAL LEAVER	TOTAL STAYER	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
105	1,896	3.78	5.60	12.00	14.16

● Leaver % ● Stayer %

94.75%

● Leaver ● Stayer

Administrator/Director	2	54
Assistant Teacher	34	425
Floater	22	140
Lead Teacher	21	490
Substitute	14	295
Administrator on JFS License	1	138

Worker Status: ● Leaver ● Stayer

Administrator/Dir...	3.29	6.18
Assistant Teacher	2.99	3.36
Floater	2.37	3.77
Lead Teacher	5.42	6.19
Substitute	4.19	5.70
Administrator on ...	10.89	12.98
Assistant Teacher...	2.91	
Day Camp Admini...	4.42	
Day Camp Junior ...	2.40	

Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14

135

246

126

230

Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14

Leaver

Stayer

Administrator/Director		100%
Assistant Teacher	64%	25% 41%
Floater	56% 33%	38% 45%
Lead Teacher	58% 25%	35% 33%
Substitute	33% 33% 33%	30% 46%

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DATA & REVIEW DRAFT 6/30/2025

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Workforce and Program Analysis Platform (WPAP): JOBS & EMPLOYEES - PERCENT

Created Date: 07/15/2025

Date:202501

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

202503

Position Type:All

Credential:All

TEACH Models:All

SDA>County:SDA 12

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

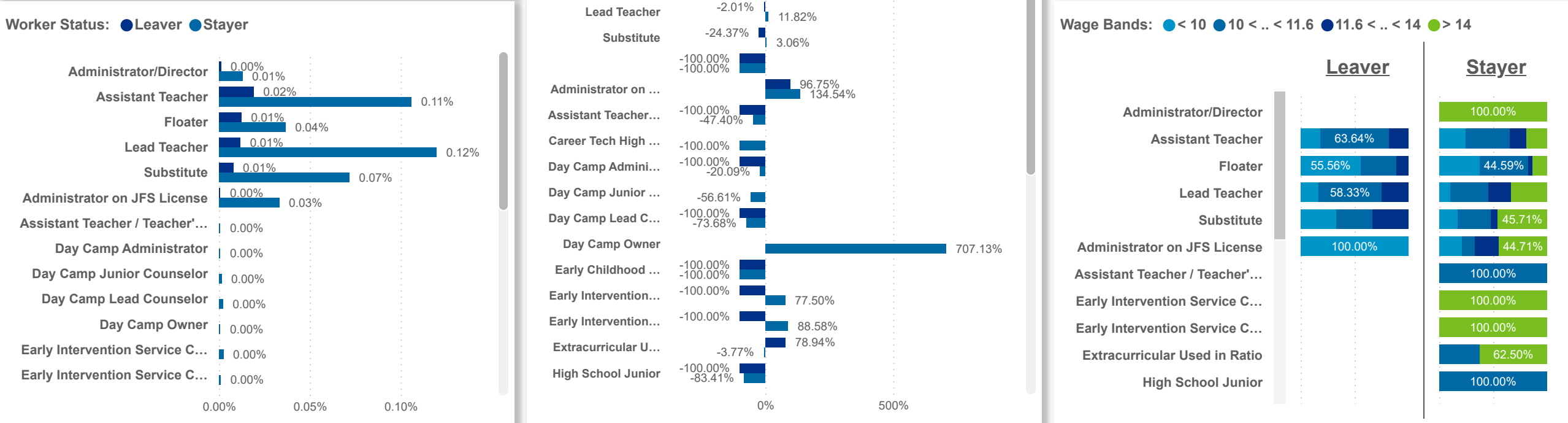
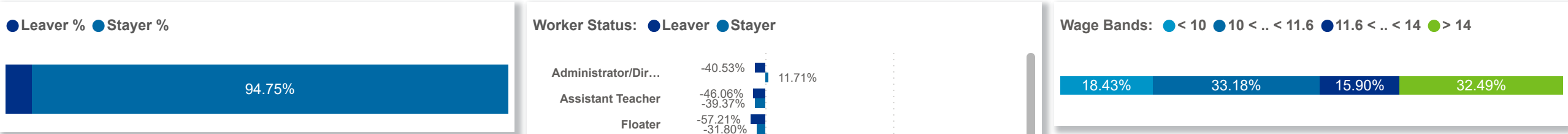
100.00

Beale Code:All

Student Age Group:All

POWER Levels:All

NUMBER OF WORKERS		AVG ECE DURATION (In Years)		HOURLY WAGE BANDS (USD)	
LEAVER	STAYER	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
5.25%	94.75%	3.78	5.60	12.00	14.16



Date:202501

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202503

Position Type:All

Teacher Age Group:All

Education:All

TEACH Models:All

SDA>County:SDA 12

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

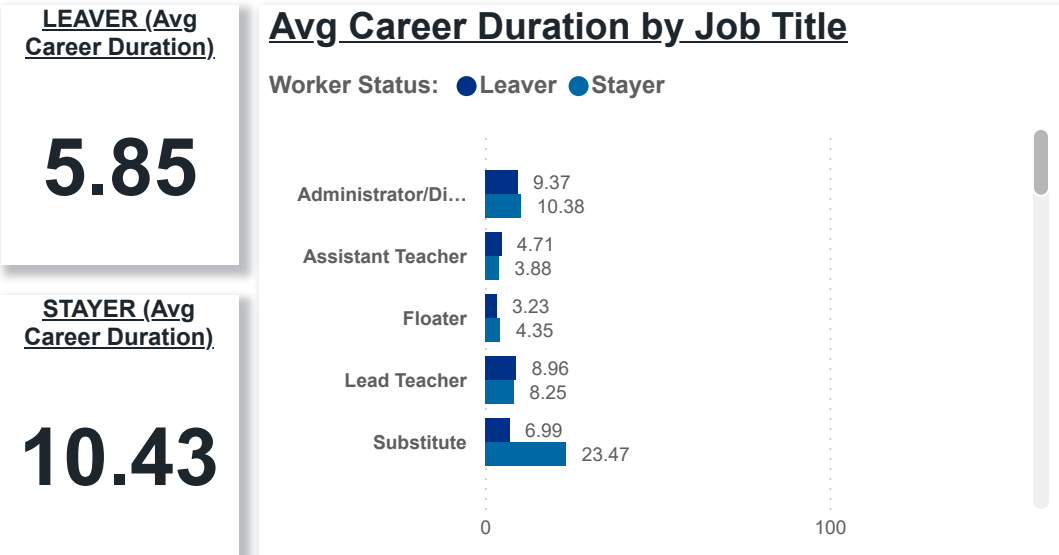
POWER Status:All

100.00

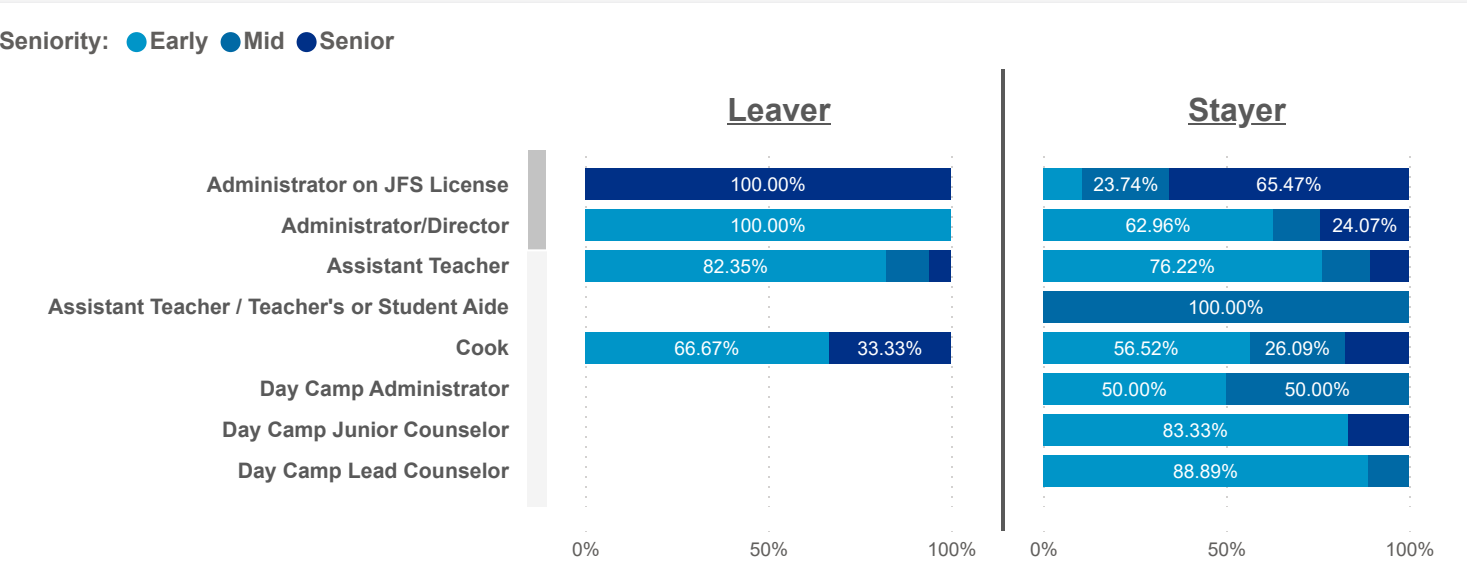
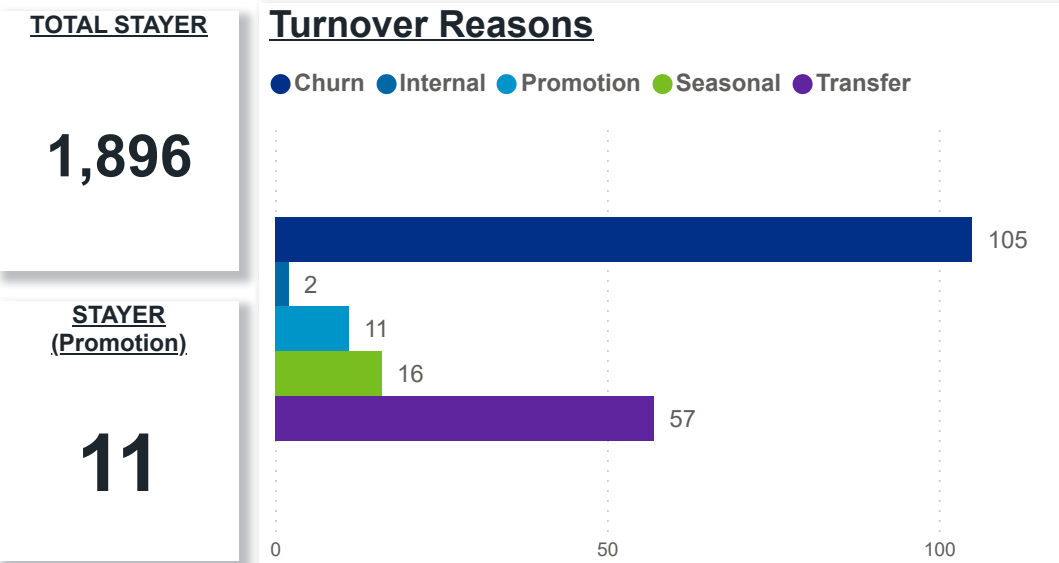
Beale Code:All

Student Age Group:All

POWER Levels:All



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Crawford	Administrator/Director	2.66		Early	7.30	0.6
Marion	Administrator/Director	1.41		Early	7.43	1.8
Morrow	Administrator/Director	2.33		Early	4.00	2.1
Richland	Administrator/Director	2.09		Early	3.88	1.9
Marion	Administrator/Director	1.37	25.00	Early	5.12	0.0
Crawford	Administrator/Director	4.33	27.00	Early	6.05	0.0
Crawford	Administrator/Director	4.50		Mid	12.28	1.5
Marion	Administrator/Director	1.50		Mid	8.67	3.0
Richland	Administrator/Director	4.66		Mid	4.50	3.0
Crawford	Administrator/Director	5.43	18.00	Mid	6.25	0.0



Date:202501

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202503

Position Type:All

Teacher Age Group:All

Credential:All

TEACH Models:All

SDA>County:SDA 12

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

Total Duration:100.00

Beale Code:All

Student Age Group:All

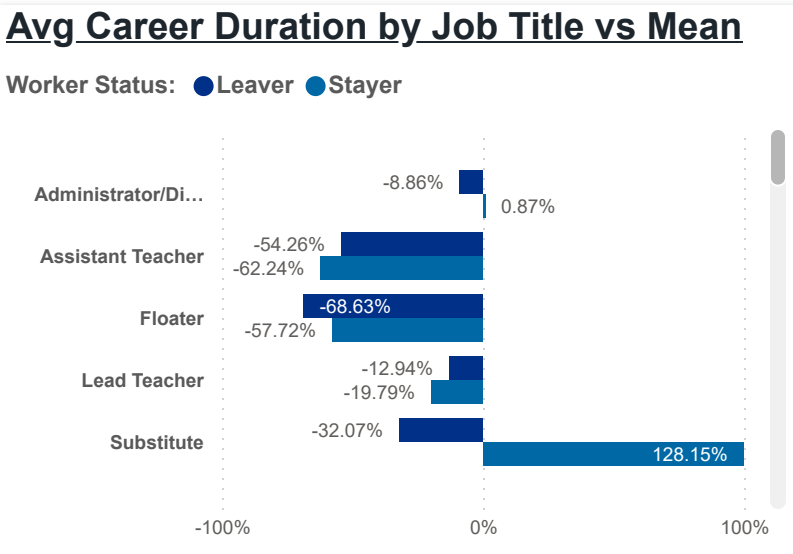
POWER Levels:All

LEAVER (Avg Career Duration)

5.85

STAYER (Avg Career Duration)

10.43



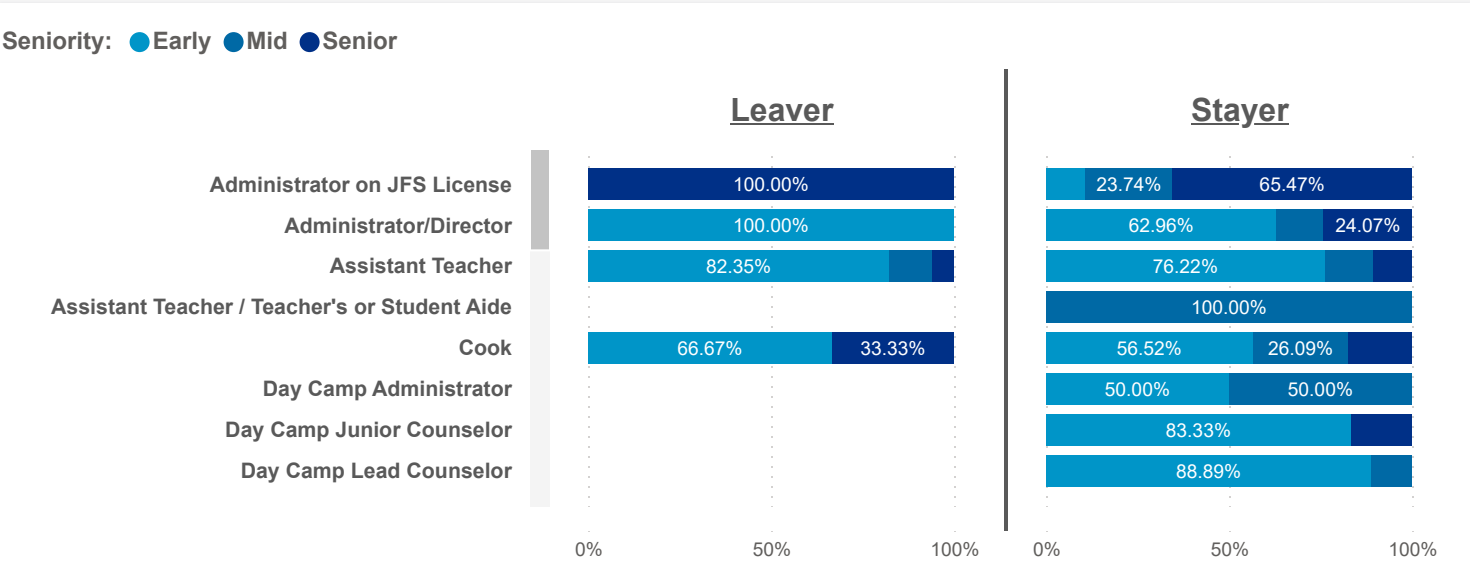
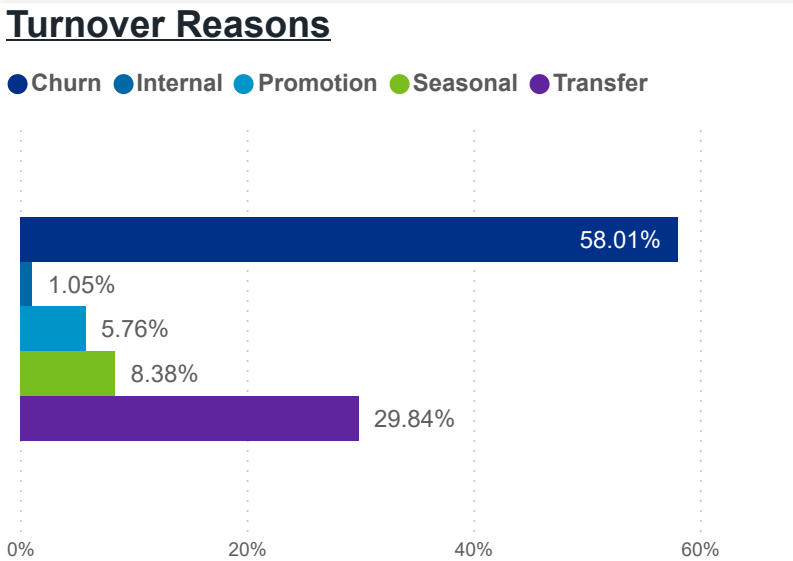
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Marion	Assistant Teacher	0.00	12.25	Mid	4.25	1.0
Crawford	Assistant Teacher	0.01	10.70	Early	4.50	2.0
Crawford	Floater	0.01	10.00	Early	6.60	2.0
Marion	Lead Teacher	0.01	13.50	Early	10.35	1.0
Marion	Lead Teacher	0.01	14.50	Mid	10.35	1.0
Crawford	Assistant Teacher	0.02	10.85	Early	19.30	1.0
Marion	Extracurricular Used in Ratio	0.05	17.00	Early	11.57	0.5
Crawford	Program Management Used in Ratio	0.06		Mid	4.50	3.0
Marion	Program Management Used in Ratio	0.06		Mid	3.33	3.0
Morrow	Program Management Used in Ratio	0.06		Mid	2.89	3.0
Richland	Assistant Teacher	0.07	13.52	Early	5.47	2.0

TOTAL STAYER

1,896

STAYER (Promotion)

11



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Workforce and Program Analysis Platform (WPAP): COMPENSATION - NOMINAL

Created Date: 07/15/2025

Date:

202501

Program Type:

All

Job Title:

All

Teacher Age Group:

All

Education:

All

TEACH Status:

All

202503

Position Type:

All

Credential:

All

TEACH Models:

All

SDA>County:

SDA 12

SUTQ Rating:

All

Total Duration:

0.00

Center Type:

All

Publicly Funded:

All

POWER Status:

All

100.00

Beale Code:

All

Student Age Group:

All

POWER Levels:

All

PAY MEDIAN (USD)

LEAVER

12.00

STAYER

14.16

Worker Status: ●Leaver ●Stayer

Median Hourly Pay

14.16

12.00

2025

Year

PAY PROGRESSION (USD)

LEAVER

0.56

STAYER

0.48

Worker Status: ●Leaver ●Stayer

Median Pay Change

4.2

2.3

2025

Year

PAY & CAREER SENIORITY (USD)

Seniority: ●Mid ●Early ●Senior

14.81

15.61

16.87

Mid

Early

Senior

Worker Status: ●Leaver ●Stayer

Administrator/Director

27.00

Assistant Teacher

12.00

13.00

Floater

11.00

12.00

Lead Teacher

13.00

14.75

Median Pay

Worker Status: ●Leaver ●Stayer

Administrator/D...

11.50

Assistant Teacher

4.95

1.13

Floater

3.45

1.00

Lead Teacher

3.90

2.30

Median Pay Change

Seniority: ●Early ●Mid ●Senior

Leaver

Stayer

Administrator/Director

12.59

11.50

11.13

26.00

18.00

28.25

Assistant Teacher

11.61

11.08

10.28

14.12

12.60

13.89

Floater

13.71

11.08

10.36

12.54

13.67

13.53

Lead Teacher

14.07

10.03

12.00

18.64

15.33

15.25

Substitute

4.94

13.50

14.59

15.56

14.34

21.70

Administrator on JFS License

13.50

14.59

16.73

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DATA & REVIEW DRAFT 6/30/2025

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Date:	202501	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All	
	202503	Position Type:	All					Credential:	All	TEACH Models:	All	
SDA>County:		SDA 12	SUTQ Rating:	All	Total Duration:	0.00	Center Type:	All	Publicly Funded:	All	POWER Status:	All
						100.00	Beale Code:	All	Student Age Group:	All	POWER Levels:	All

PAY MEDIAN (USD)

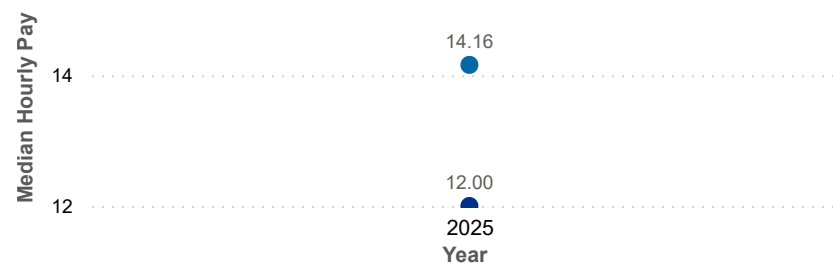
LEAVER

12.00

STAYER

14.16

Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

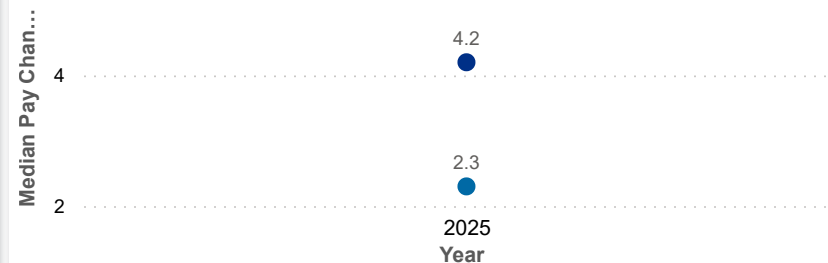
LEAVER

0.56

STAYER

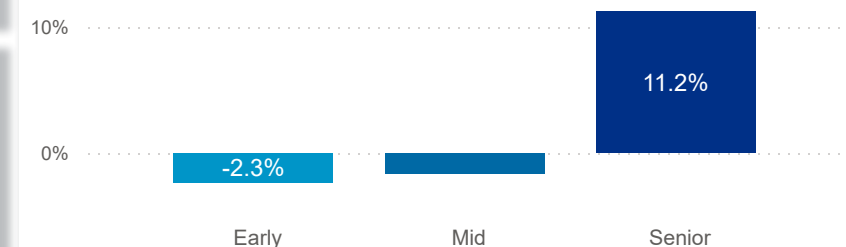
0.48

Worker Status: ● Leaver ● Stayer

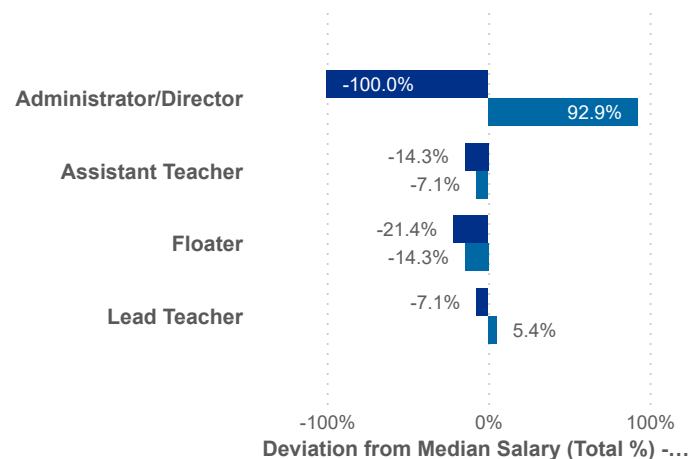


PAY & CAREER SENIORITY (USD)

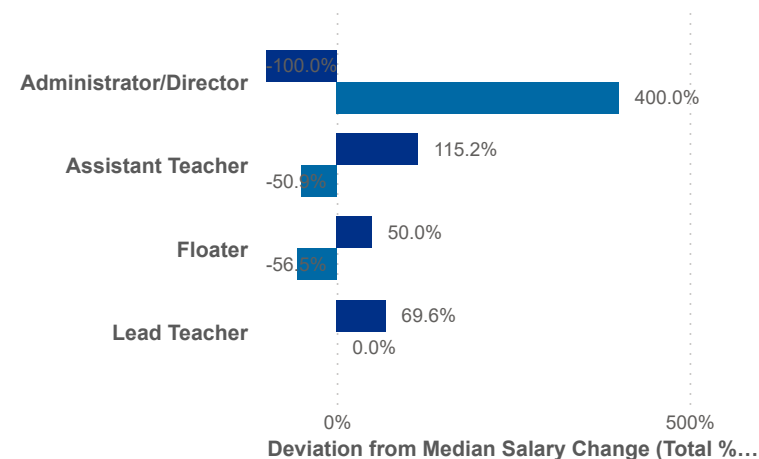
Seniority: ● Early ● Mid ● Senior



Worker Status: ● Leaver ● Stayer



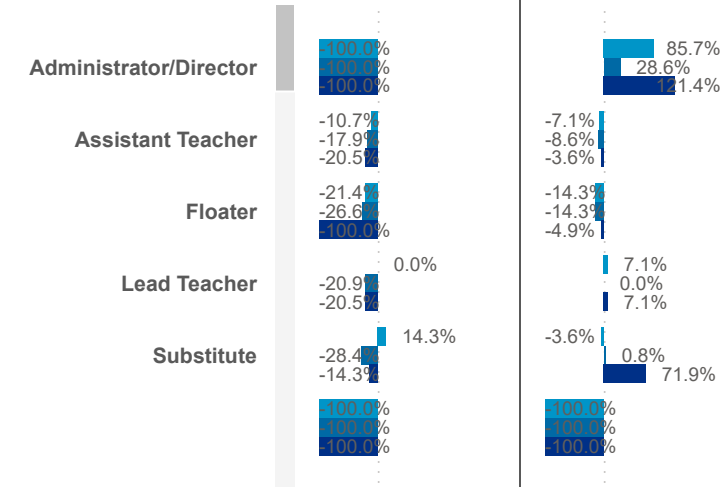
Worker Status: ● Leaver ● Stayer



Seniority: ● Early ● Mid ● Senior

Leaver

Stayer





Date: 202501	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202503	Position Type: All			Credential: All	TEACH Models: All
SDA>County: SDA 12	SUTQ Rating: All	Total Duration: 0.00	Center Type: All	Publicly Funded: All	POWER Status: All
		100.00	Beale Code: All	Student Age Group: All	POWER Levels: All

Workload Median (Total)

6.00

Workload Median (Leaver)

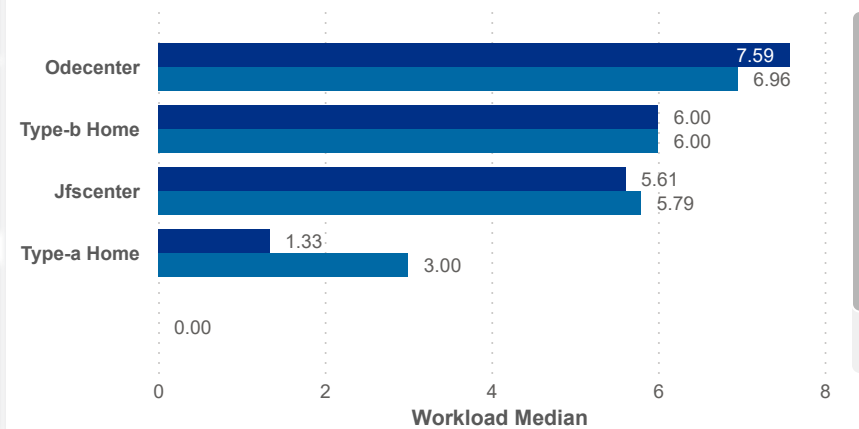
5.79

Workload Median (Stayer)

6.00

Workload Median

Worker status ● Leaver ● Stayer



Star Rating Mean (Total)

1.8

Star Rating Mean (Leaver)

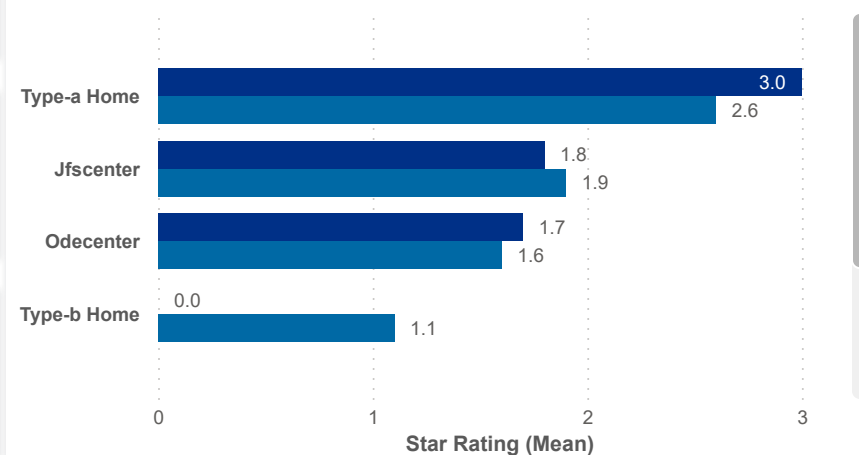
1.8

Star Rating Mean (Stayer)

1.8

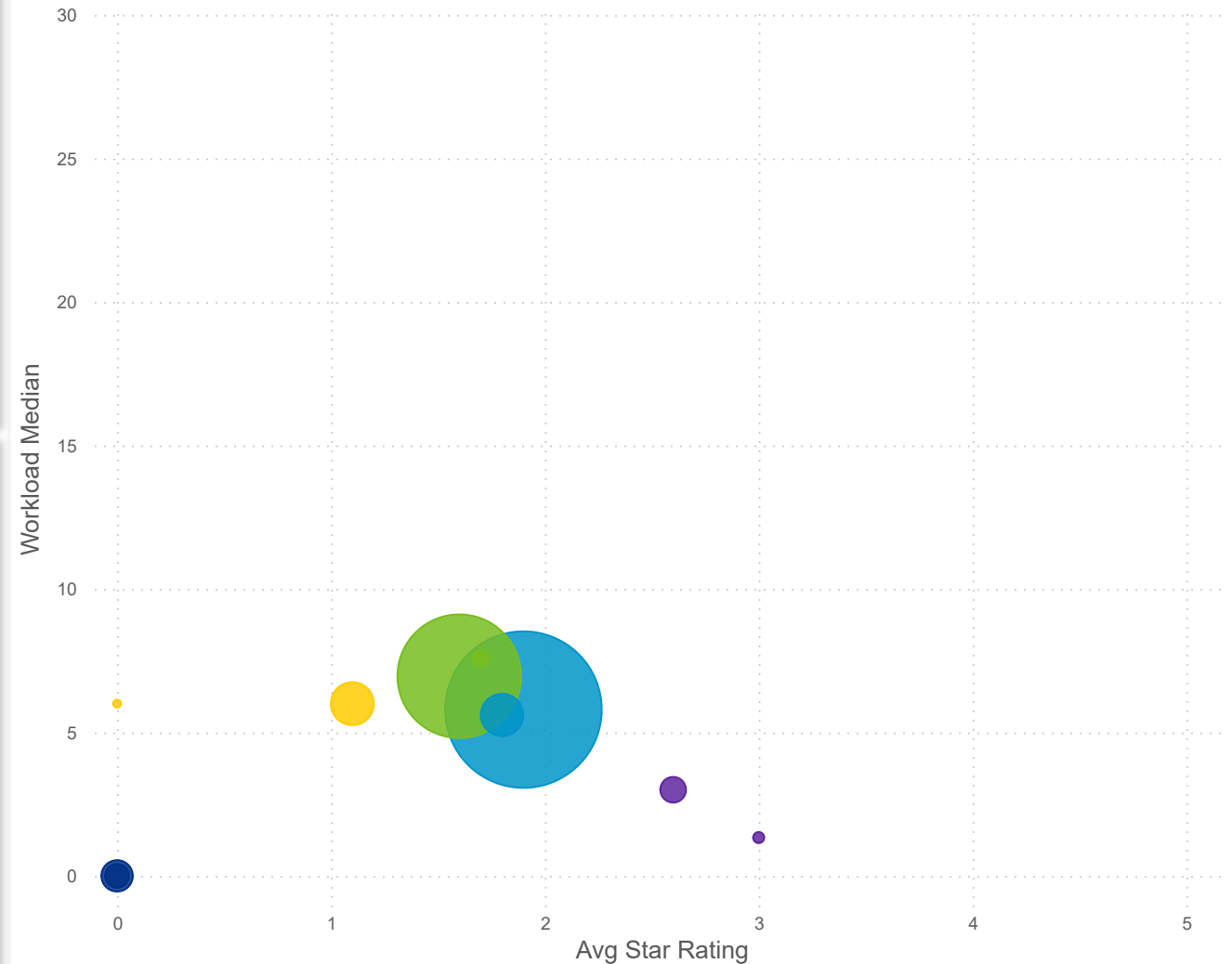
Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type

Center Type: ● Day Camp ● Jfscenter ● Odecenter ● Type-a Home ● Type-b Home





Date:202501

Program Type:All

Date:202503

Position Type:All

Job Title:All

Teacher Age Group:All

Education:All

Credential:All

TEACH Status:All

TEACH Models:All

SDA>County:SDA 12

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

Beale Code:All

Student Age Group:All

POWER Levels:All

Workload Median (Total)

6.00

Workload Median (Leaver)

5.79

Workload Median (Stayer)

6.00

Star Rating Mean (Total)

1.8

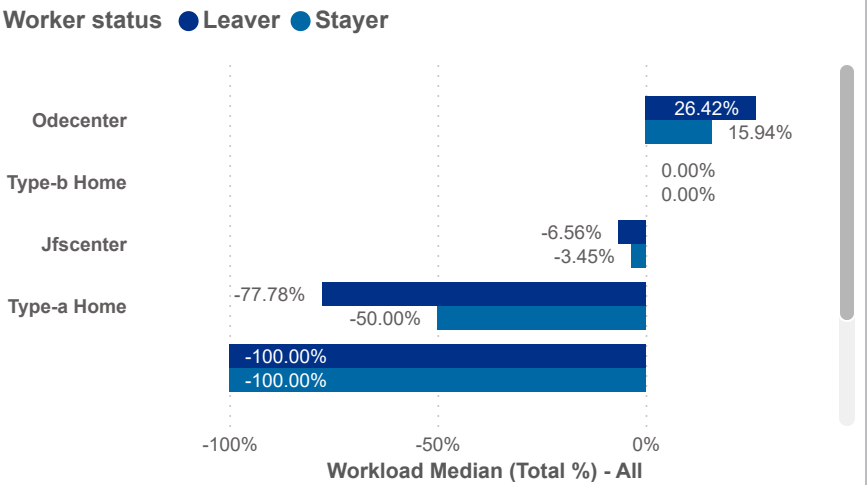
Star Rating Mean (Leaver)

1.8

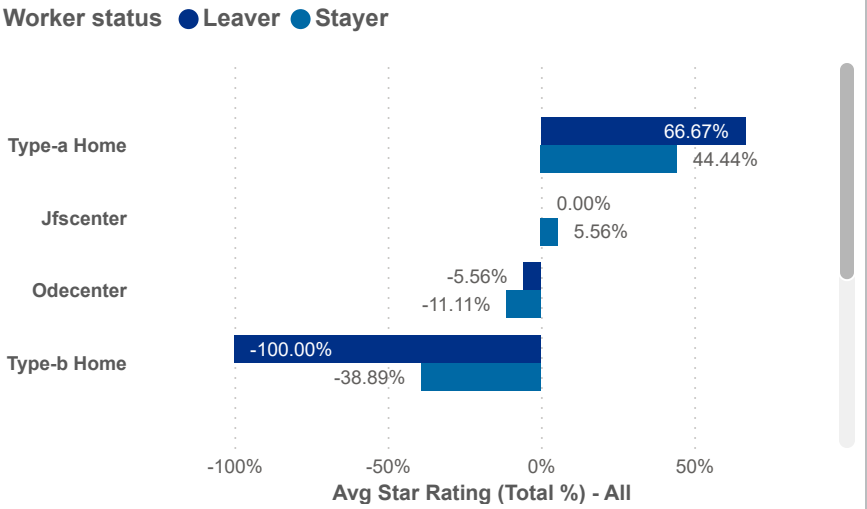
Star Rating Mean (Stayer)

1.8

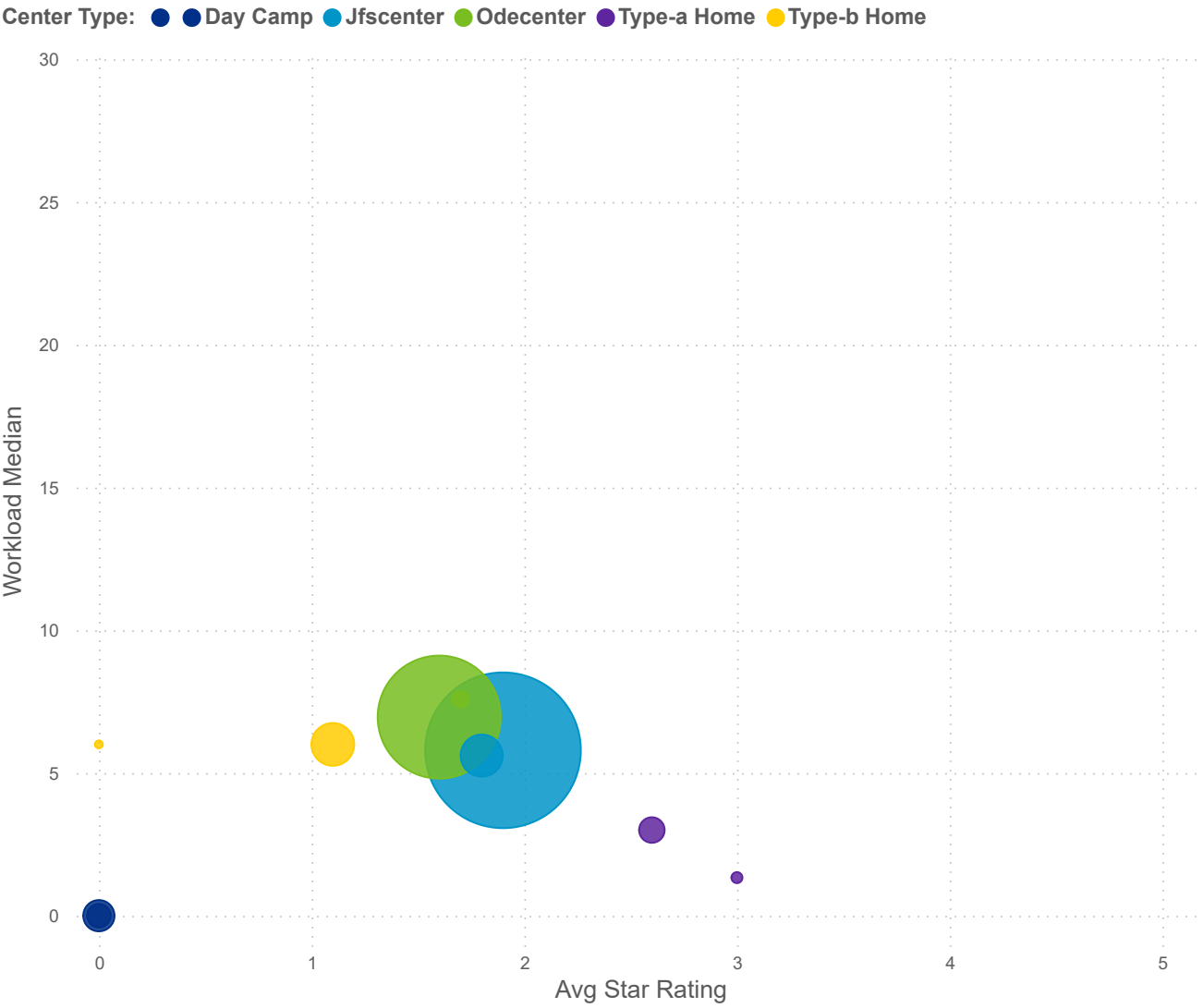
Workload Median (Total %)



Star Rating Mean (Total %)



Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type



occra

Workforce and Program Analysis Platform (WPAP): MEAN COMPENSATION - NOMINAL

Created Date: 07/15/2025

Date:202501

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202503

Position Type:All

Teacher Age Group:All

Education:All

TEACH Models:All

SDA>County:SDA 12

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

Total Duration:100.00

Beale Code:All

Student Age Group:All

POWER Levels:All

PAY MEAN (USD)

LEAVER

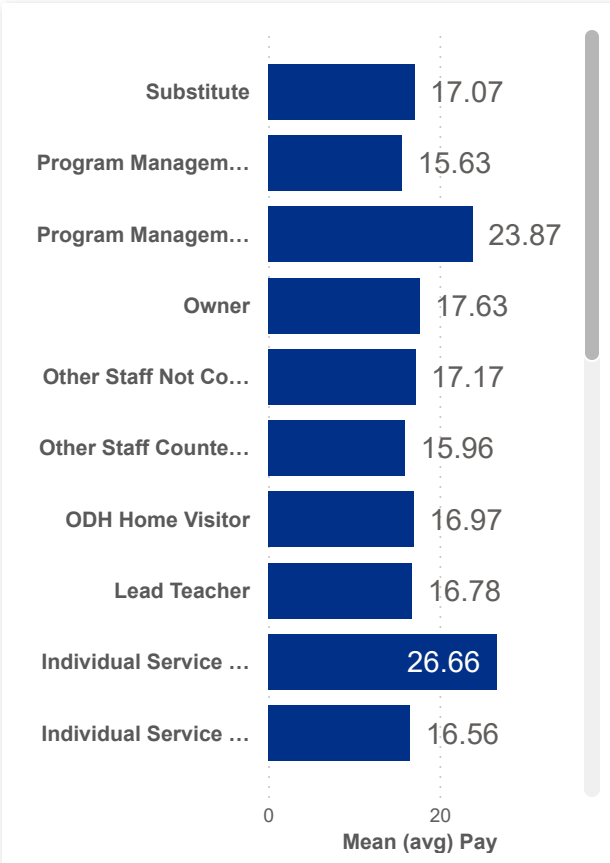
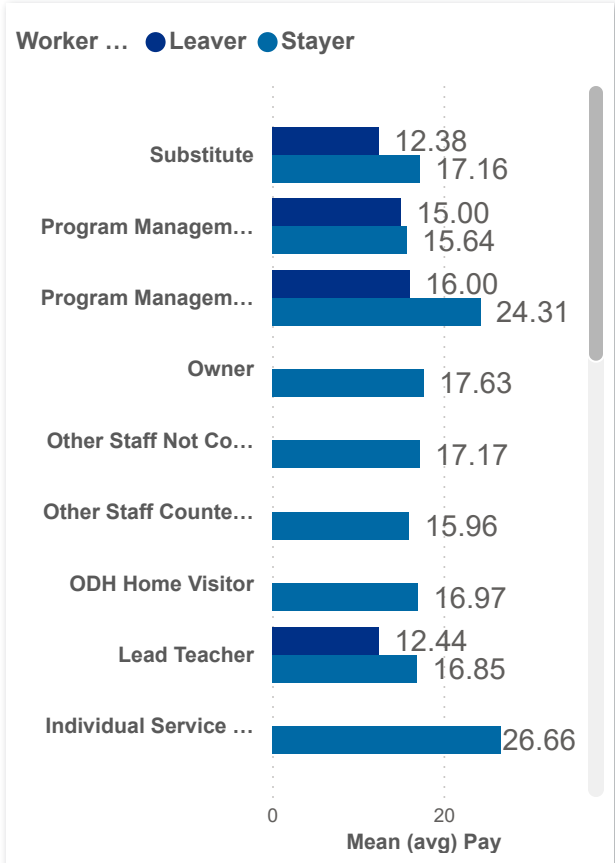
12.10

STAYER

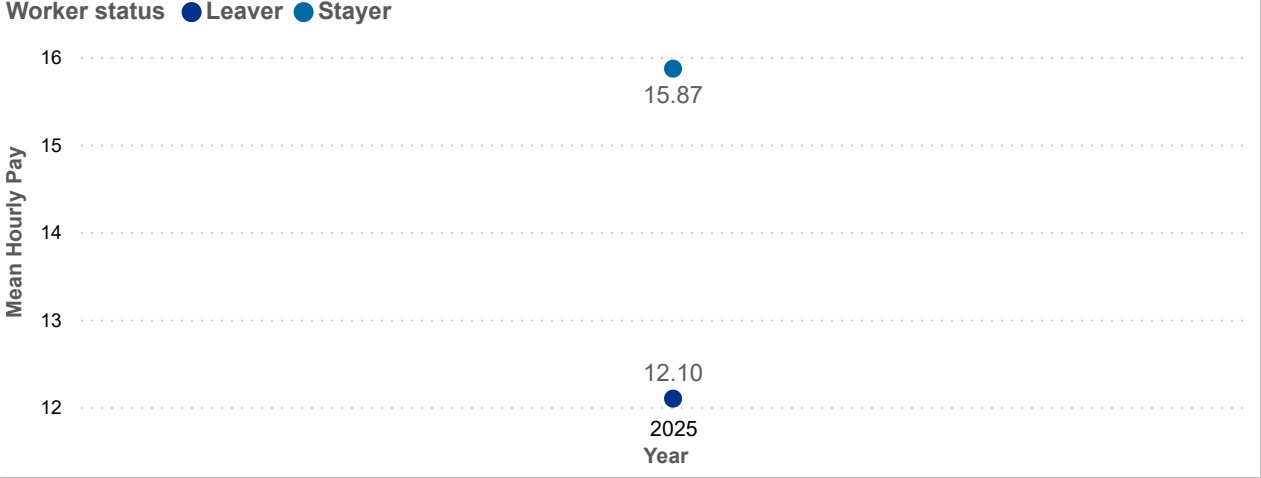
15.87

COMBINED

15.80



Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status

