

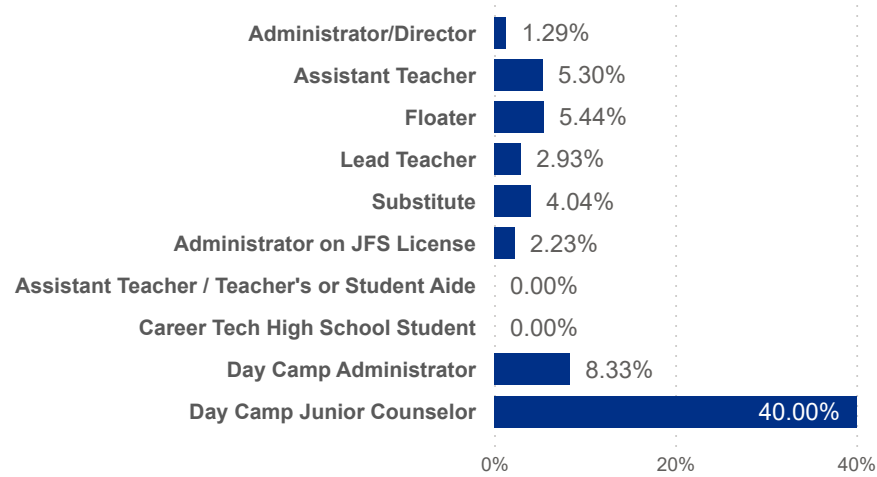


Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

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 8	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

3.82%

Adjusted Workers

10,538

Total Leaver

682

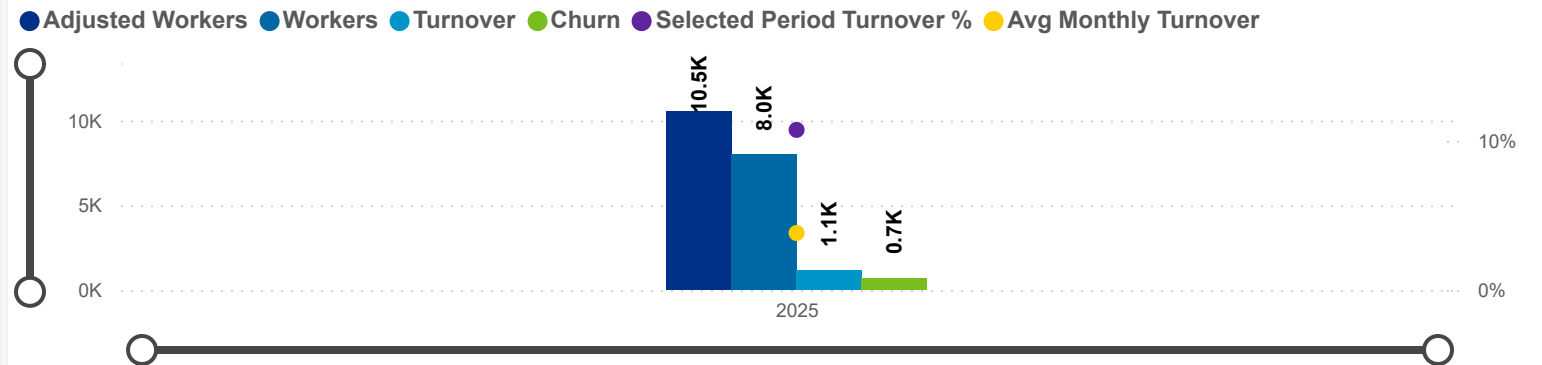
Total Stayer

9,856

Sel Period Turnover

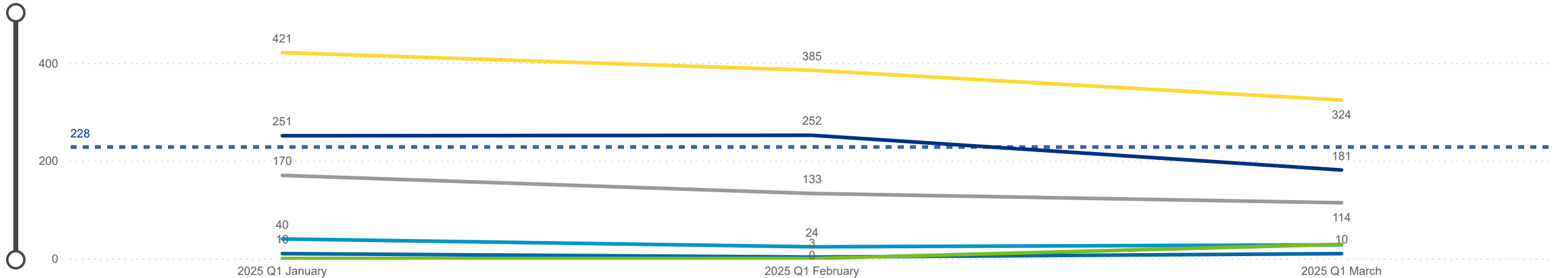
10.72%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover

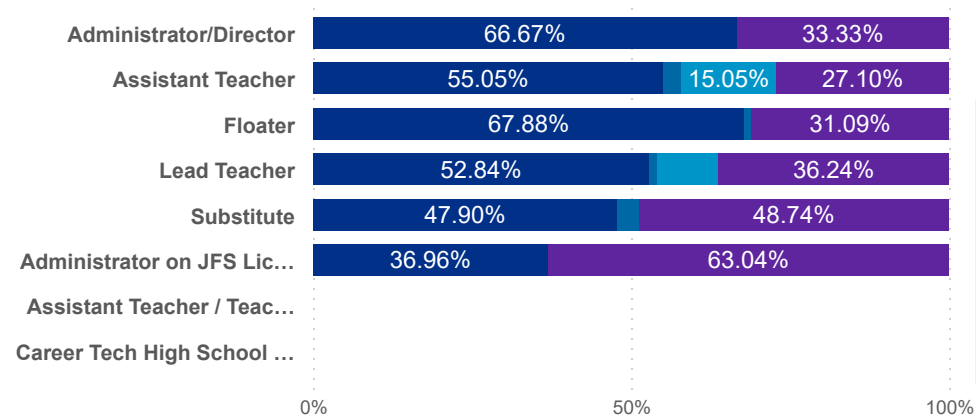




Date: 202501	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202503	Position Type: All			Credential: All	TEACH Models: All
SDA>County: SDA 8	SUTQ Rating: All	Total Duration: 0.00	Center Type: All	Publicly Funded: All	POWER Status: All
		100.00	Beale Code: All	Student Age Group: All	POWER Levels: All

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

2.31%

Adjusted Workers

10,538

Workload Median

5.47

Pay Median USD / hr

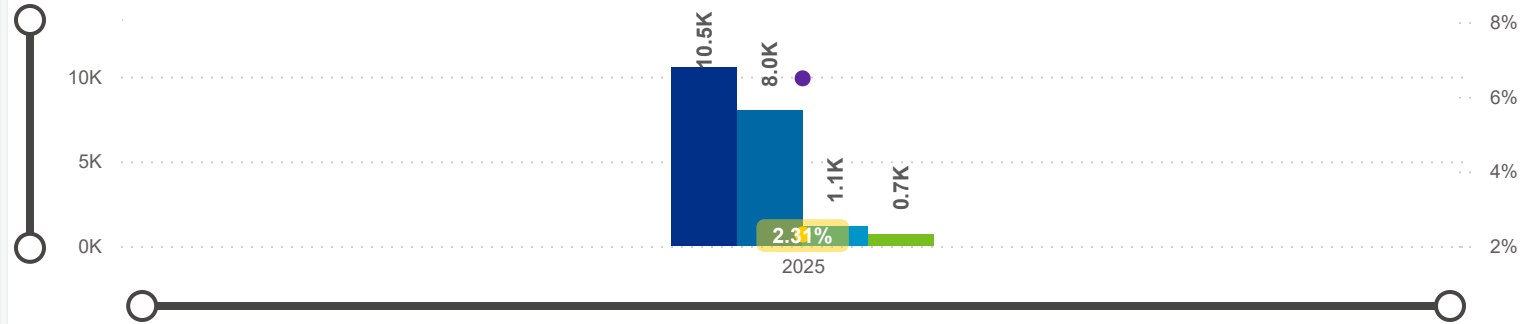
15.00

Avg ECE Duration

6.05

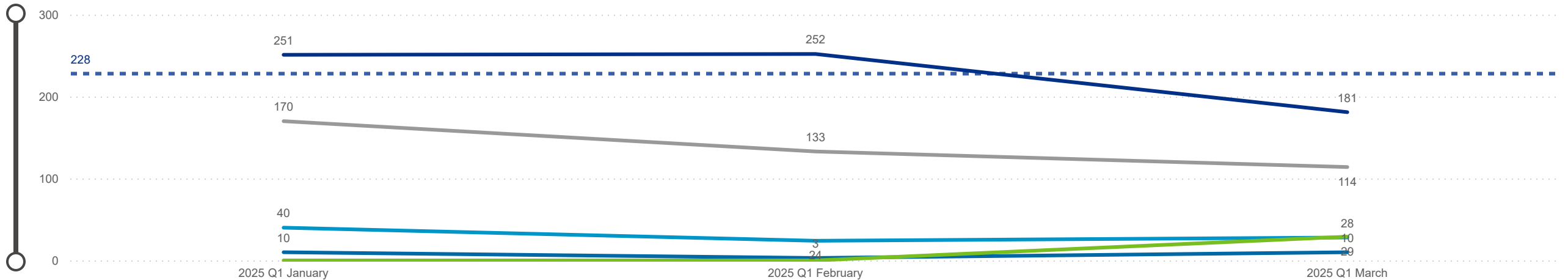
Avg Monthly Churn and Number of Workers

● 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

Teacher Age Group: All

Education: All

TEACH Models: All

SDA>County: SDA 8

SUTQ Rating: All

Total Duration: 0.00

Center Type: All

Publicly Funded: All

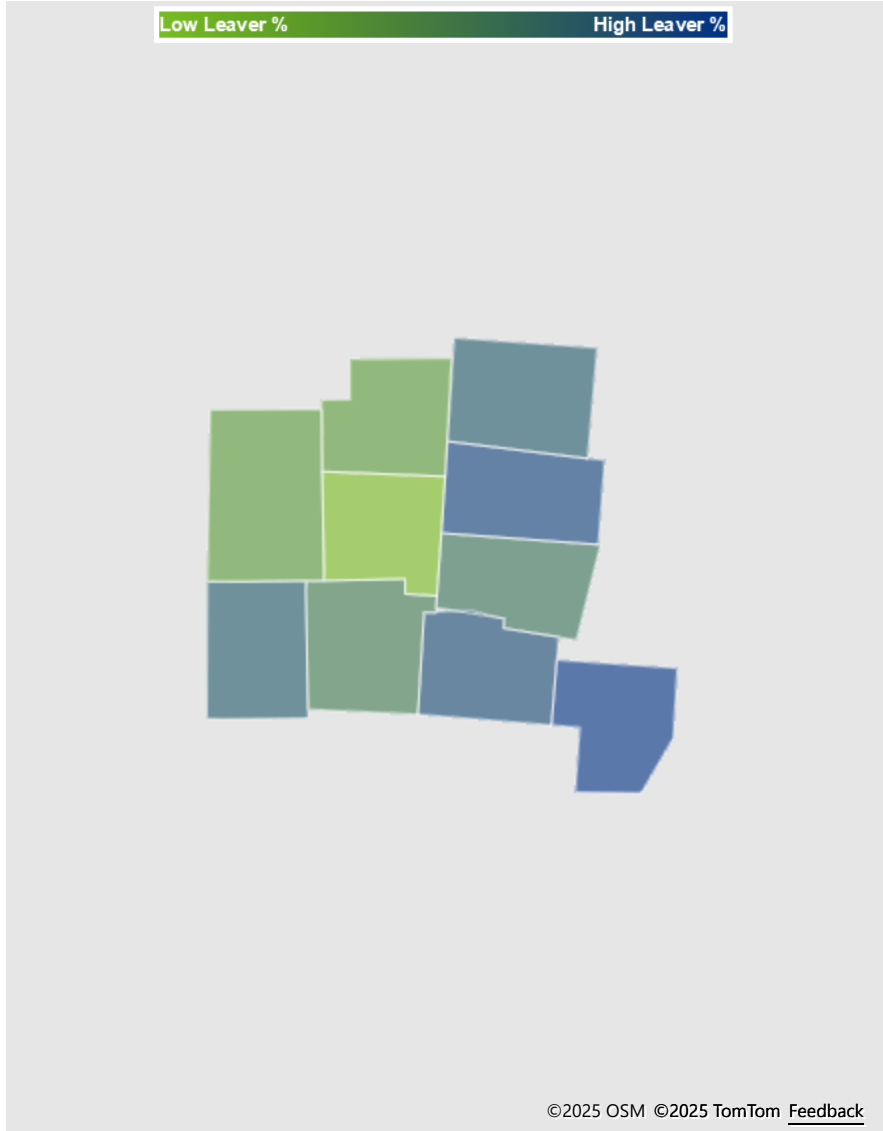
POWER Status: All

100.00

Beale Code: All

Student Age Group: All

POWER Levels: All



ADJUSTED WORKERS

10,538

TOTAL LEAVER

682

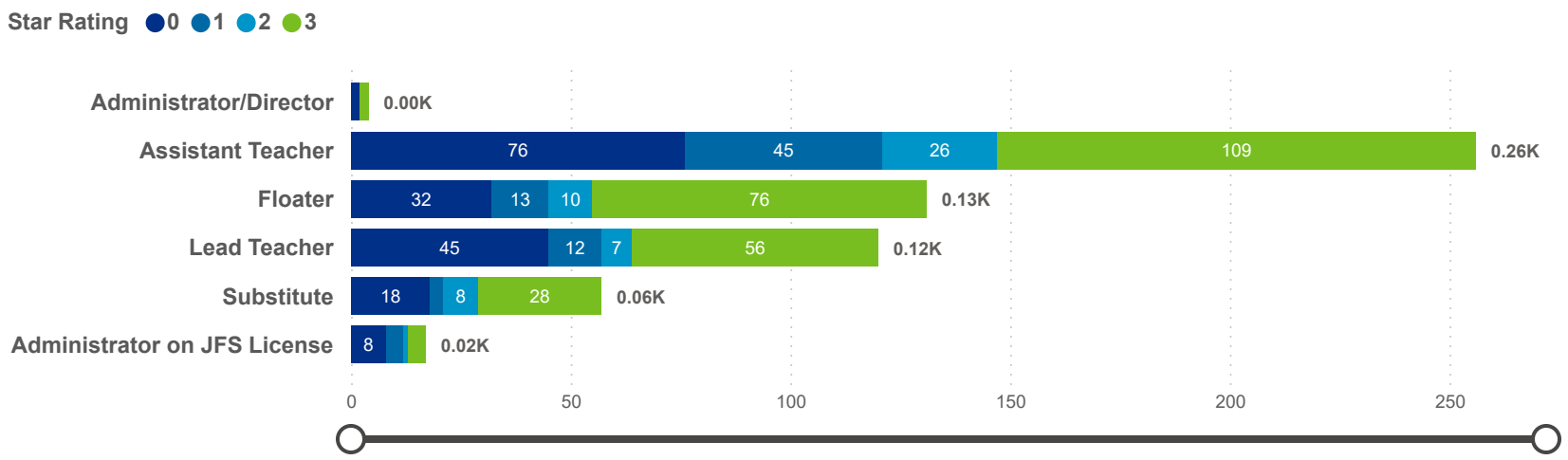
TOTAL STAYER

9,856

SELECTED PERIOD CHURN %

6.47%

Leaver by Job Title and Star Rating

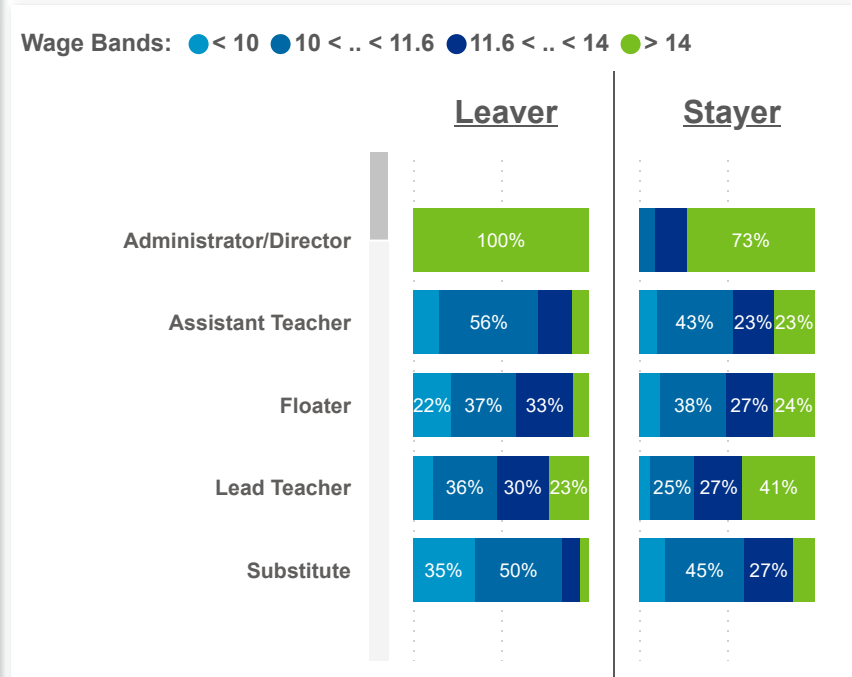
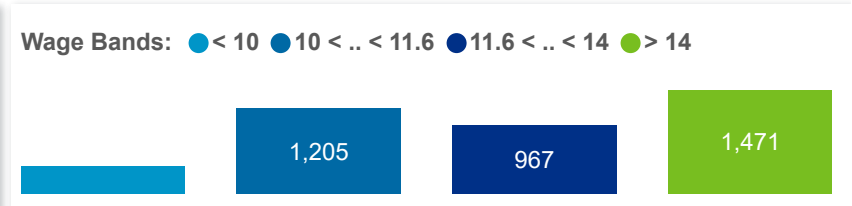
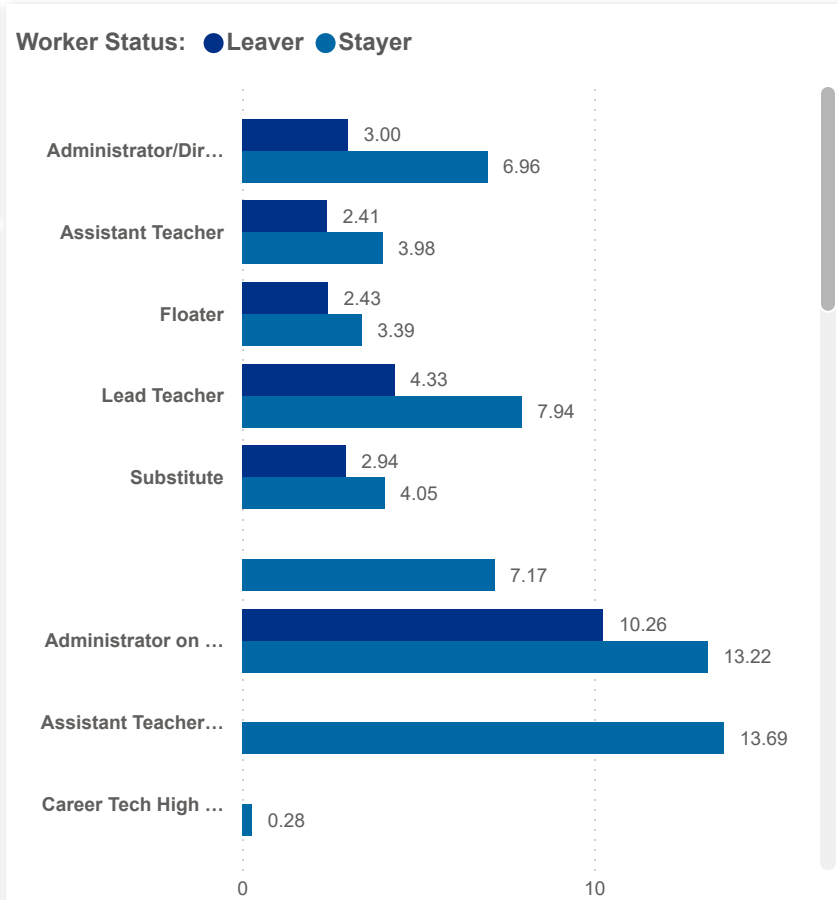
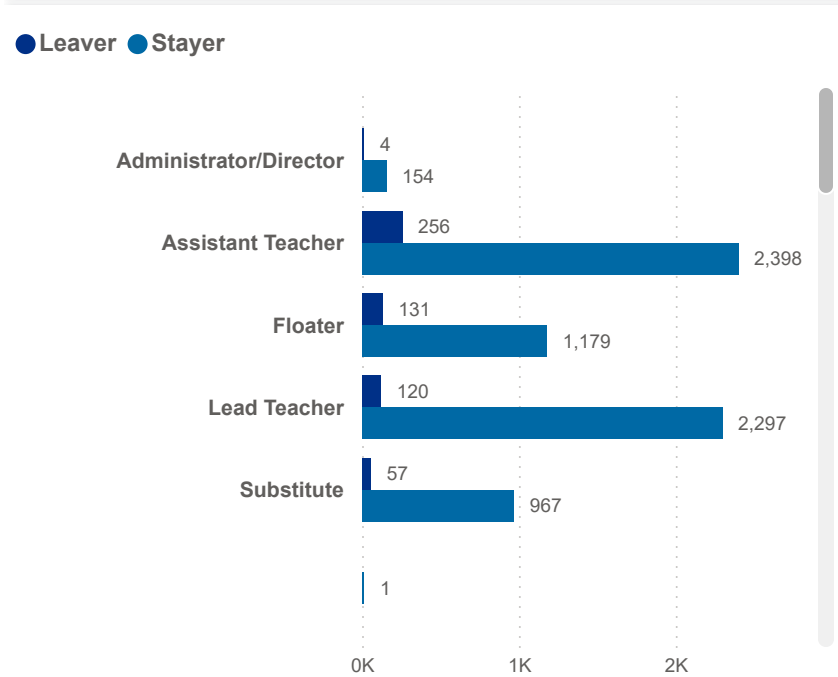
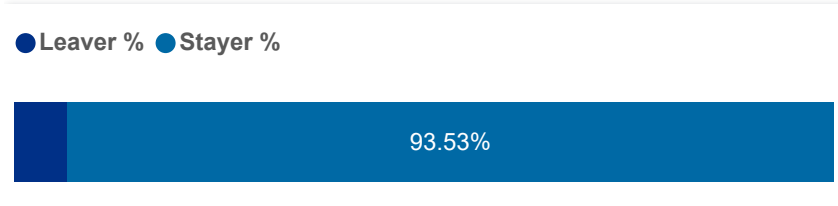


County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Avg Star Rating
Fayette OH	261	197	2.47%	26	235	9.96%	90.04%	3.52%	11.49%	4.06%	3.00	2.32
Logan OH	213	173	2.17%	17	196	7.98%	92.02%	2.85%	10.80%	3.86%	6.00	2.03
Montgomery OH	5,869	4,351	54.62%	360	5,509	6.13%	93.87%	2.20%	10.72%	3.82%	5.56	1.99
Shelby OH	403	304	3.82%	18	385	4.47%	95.53%	1.57%	6.95%	2.45%	4.93	1.74
Clark OH	762	603	7.57%	52	710	6.82%	93.18%	2.45%	11.55%	4.15%	5.26	1.73
Champaign OH	285	213	2.67%	26	259	9.12%	90.88%	3.37%	26.32%	9.72%	5.10	1.64
Darke OH	320	249	3.13%	15	305	4.69%	95.31%	1.63%	5.31%	1.85%	4.25	1.63
Greene OH	1,428	1,187	14.90%	125	1,303	8.75%	91.25%	3.15%	12.75%	4.58%	5.70	1.45
Preble OH	275	198	2.49%	22	253	8.00%	92.00%	2.86%	10.91%	3.91%	5.31	1.36
Miami OH	723	586	7.36%	21	702	2.90%	97.10%	1.00%	3.87%	1.33%	6.25	1.09
Total	10,538	7,966	100.00%	682	9,856	6.47%	93.53%	2.31%	10.72%	3.82%	5.47	1.80



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 8	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)
682	9,856	3.31	6.15	14.00	15.00



ocerra

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 8

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)
6.47%	93.53%	3.31	6.15	14.00	15.00

● Leaver % ● Stayer %

93.53%

Worker Status: ● Leaver ● Stayer

Administrator/Director	0.00%	0.04%
Assistant Teacher	0.14%	0.60%
Floater	0.07%	0.30%
Lead Teacher	0.07%	0.56%
Substitute	0.03%	0.24%
Administrator on JFS License	0.01%	0.17%
Assistant Teacher / Teacher'	0.00%	
Career Tech High School St...	0.00%	
Day Camp Administrator	0.00%	
Day Camp Junior Counselor	0.00%	
Day Camp Lead Counselor	0.01%	
Day Camp Owner	0.00%	

Worker Status: ● Leaver ● Stayer

Administrator/Dir...	-50.39%	15.06%
Assistant Teacher	-60.19%	-34.17%
Floater	-59.77%	-43.94%
Lead Teacher	-28.47%	31.16%
Substitute	-51.36%	-33.06%
Administrator on ...	-100.00%	18.44%
Assistant Teacher...	-100.00%	69.48%
Career Tech High ...	-95.42%	118.55%
Day Camp Admini...	-100.00%	126.20%
Day Camp Junior ...	-85.33%	49.77%
Day Camp Lead C...	-100.00%	-56.53%
Day Camp Owner	-66.35%	
Early Childhood ...	-100.00%	
Early Intervention...	-67.47%	-1.43%
Early Intervention...	-100.00%	48.06%
Extracurricular U...	-59.53%	-37.80%
High School Junior	-82.81%	-90.39%

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

9.43%

28.85%

22.97%

38.75%

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

Leaver

Stayer

Administrator/Director	100.00%	72.73%
Assistant Teacher	56.16%	43.07%
Floater		
Lead Teacher		
Substitute	50.00%	45.12%
Administrator on JFS License		71.57%
Assistant Teacher / Teacher'...		100.00%
Day Camp Administrator		75.00%
Day Camp Junior Counselor		100.00%
Day Camp Lead Counselor		42.86%

Powered by NEW SYSTEMS > ETHIC | NSE Collective Analytics

DATA & REVIEW DRAFT 6/30/2025

Page 05 of 12

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 8

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

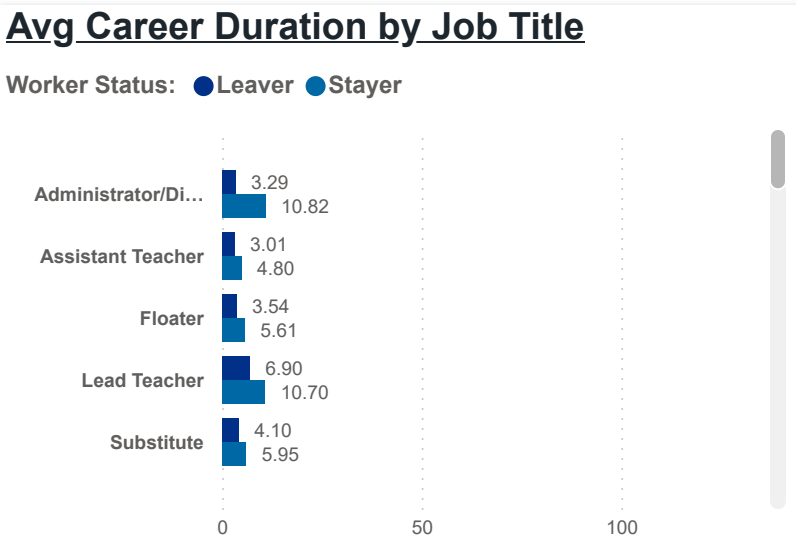
POWER Levels:All

LEAVER (Avg Career Duration)

4.75

STAYER (Avg Career Duration)

10.92



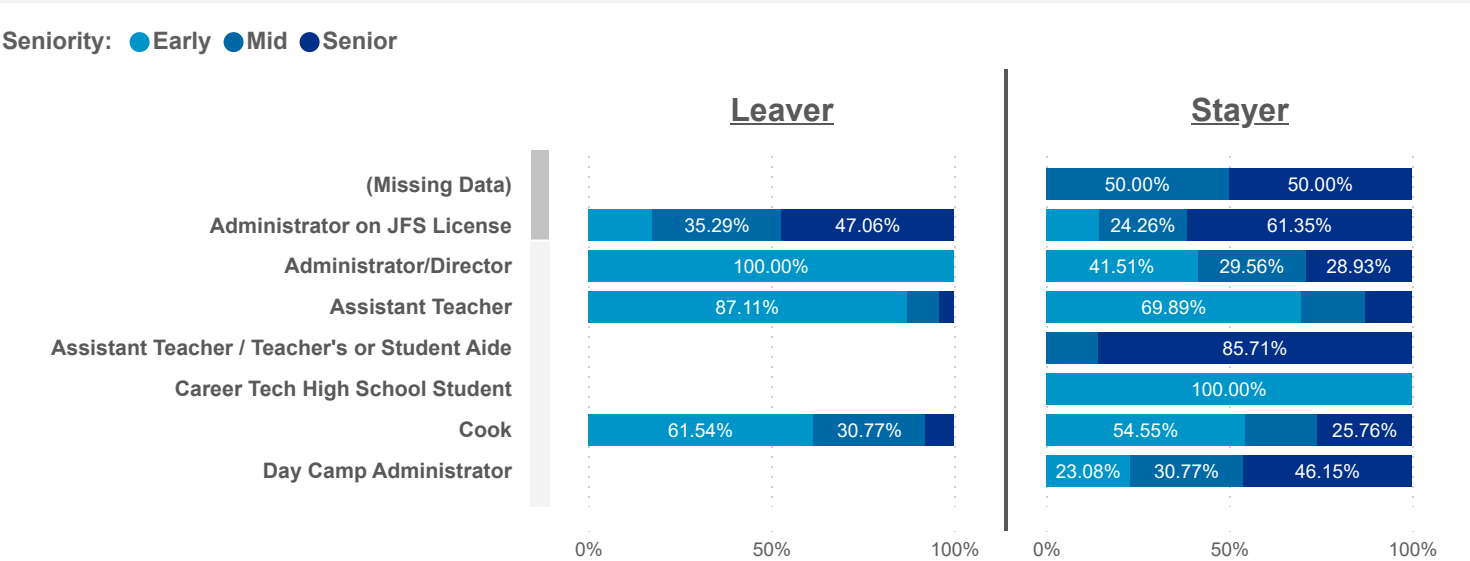
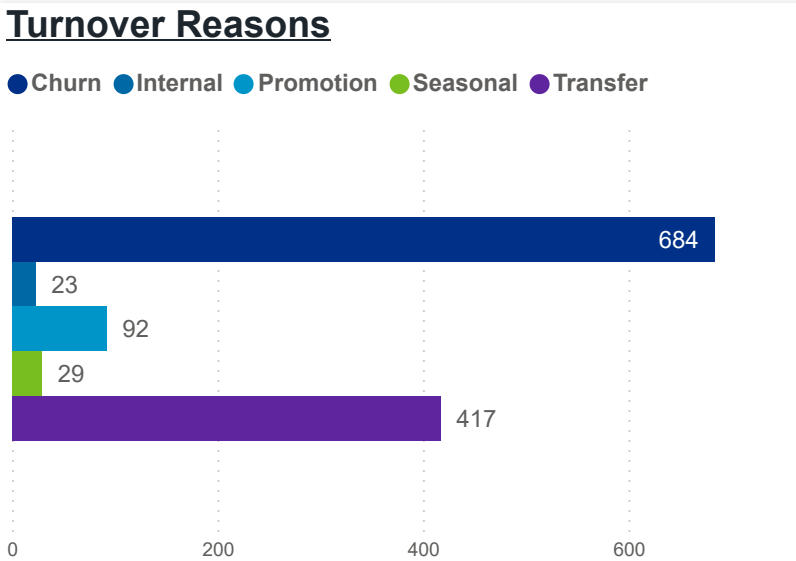
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Champaign	Administrator/Director	2.27		Early	8.67	1.6
Clark	Administrator/Director	3.14		Early	7.58	3.0
Darke	Administrator/Director	2.35		Early	9.23	2.3
Fayette	Administrator/Director	2.49		Early	3.25	3.0
Greene	Administrator/Director	1.07		Early	4.50	0.0
Logan	Administrator/Director	3.35		Early	14.39	1.5
Miami	Administrator/Director	1.00		Early	9.14	1.4
Montgomery	Administrator/Director	1.62		Early	7.26	2.3
Preble	Administrator/Director	2.18		Early	6.75	3.0
Shelby	Administrator/Director	2.84		Early	6.40	2.5

TOTAL STAYER

9,856

STAYER (Promotion)

92



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 8

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

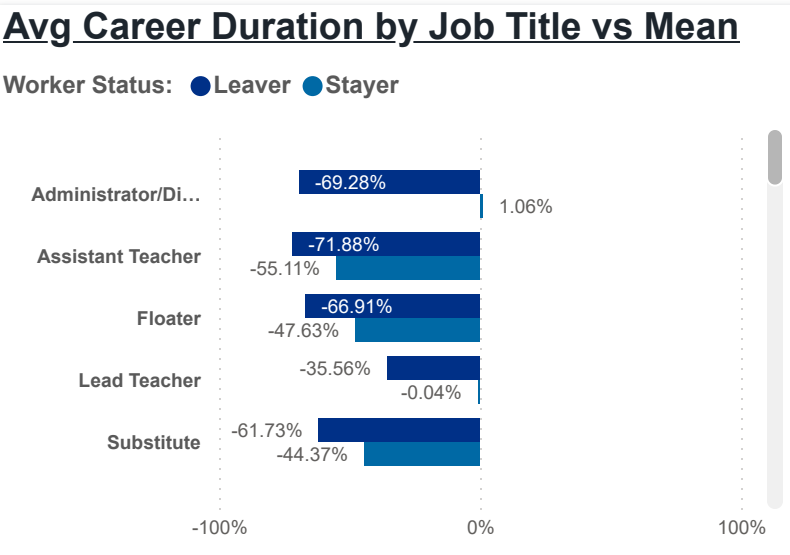
POWER Levels:All

LEAVER (Avg Career Duration)

4.75

STAYER (Avg Career Duration)

10.92



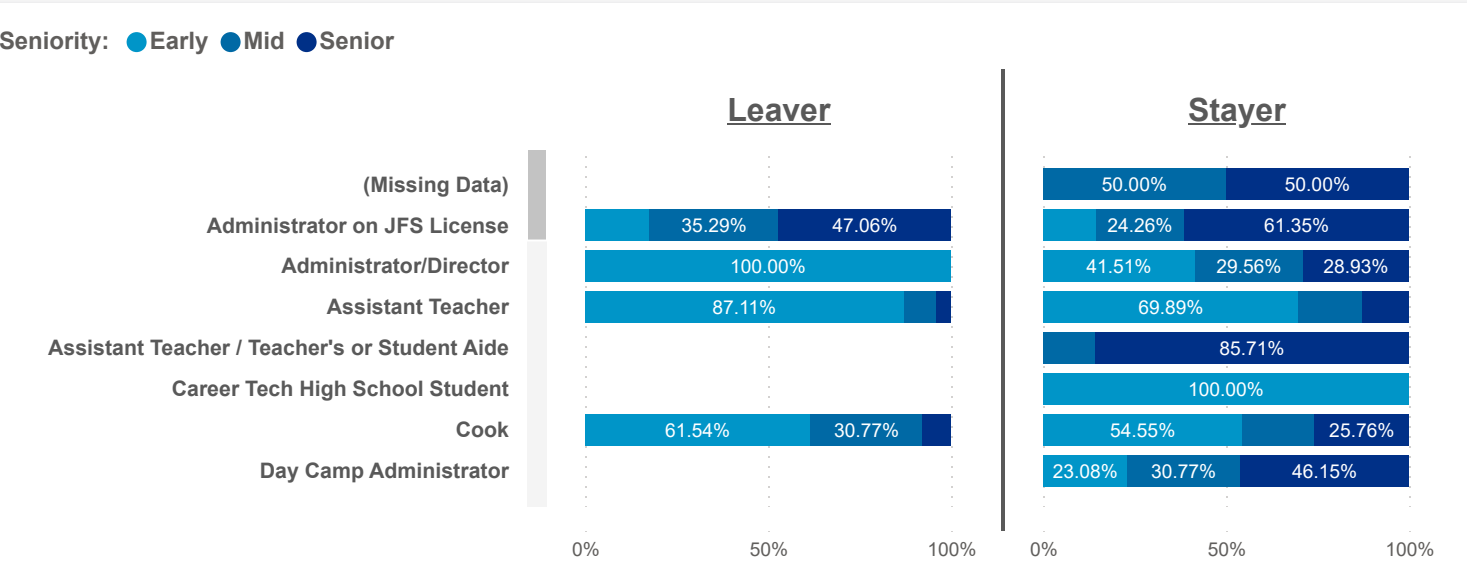
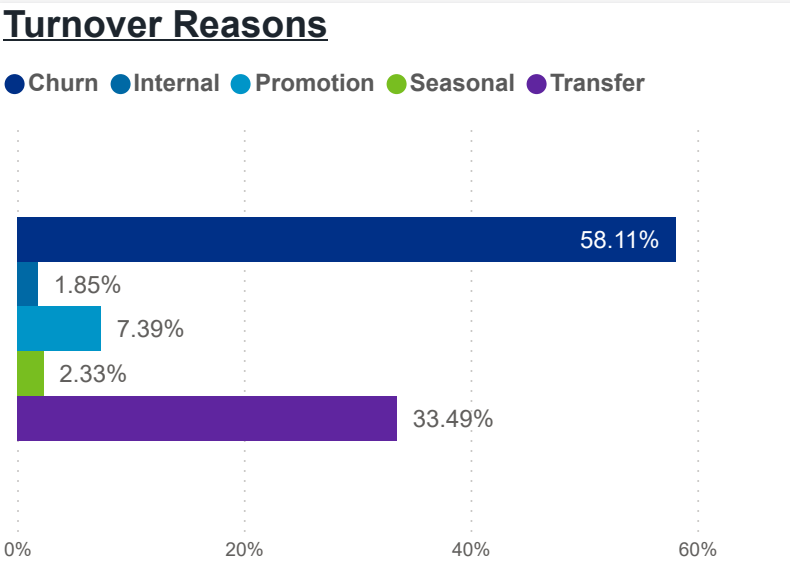
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Logan	Lead Teacher	0.01	12.00	Early	5.79	0.0
Clark	Lead Teacher	0.01	21.02	Early	1.97	2.0
Miami	Floater	0.02	12.00	Early	6.29	2.0
Montgomery	Assistant Teacher	0.03	12.55	Early	4.57	3.0
Clark	Lead Teacher	0.03	20.02	Mid	1.97	2.0
Montgomery	Lead Teacher	0.03	23.56	Mid	4.86	3.0
Clark	Lead Teacher	0.03	20.02	Senior	1.67	3.0
Greene	Assistant Teacher	0.04	22.00	Early	7.18	3.0
Fayette	Administrator on JFS License	0.04		Early	3.57	0.0
Clark	Driver	0.04	23.23	Early	4.97	0.0
Montgomery	Substitute	0.04	15.91	Early	0.69	3.0

TOTAL STAYER

9,856

STAYER (Promotion)

92





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 8	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

14.00

STAYER

15.00

Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

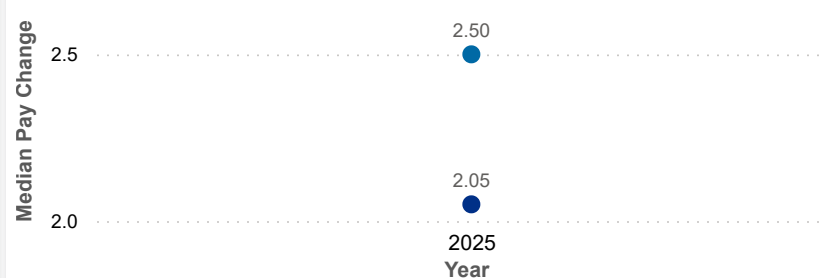
LEAVER

0.36

STAYER

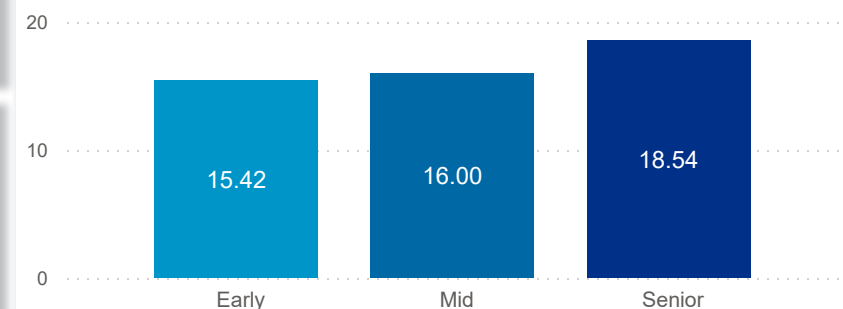
0.79

Worker Status: ● Leaver ● Stayer



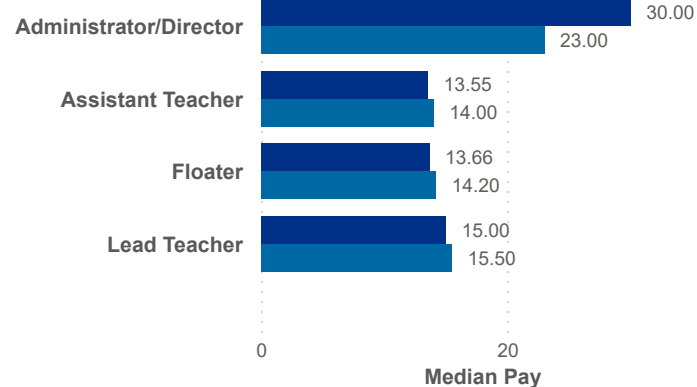
PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior

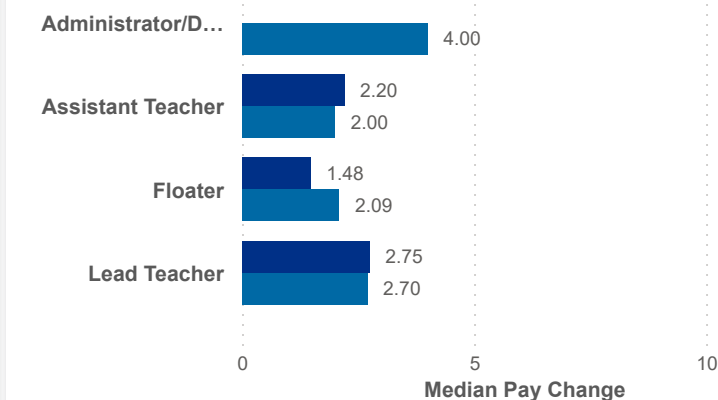


Seniority: ● Early ● Mid ● Senior

Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



Leaver

Stayer

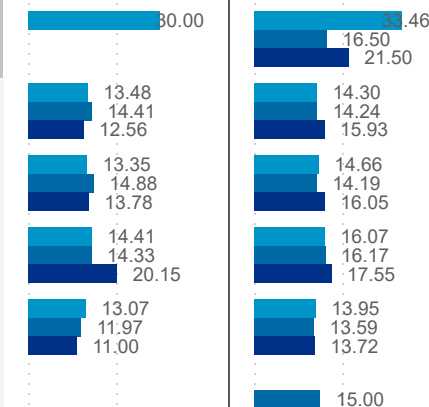
Administrator/Director

Assistant Teacher

Floater

Lead Teacher

Substitute



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 8				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

14.00

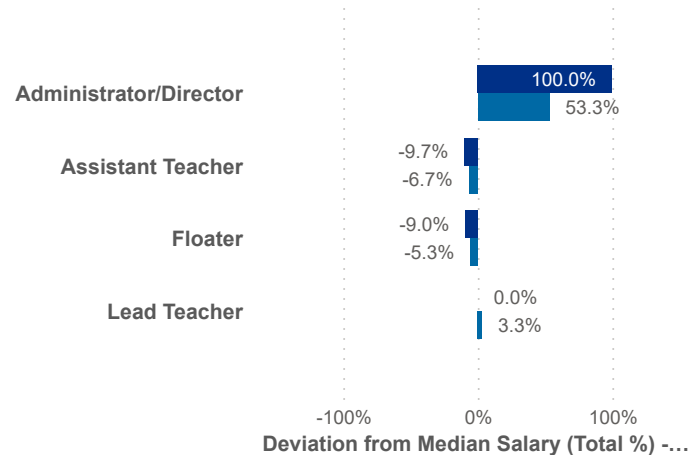
STAYER

15.00

Worker Status: ● Leaver ● Stayer



Worker Status: ● Leaver ● Stayer



PAY PROGRESSION (USD)

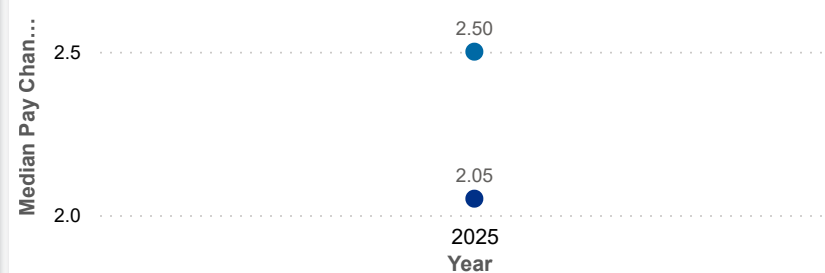
LEAVER

0.36

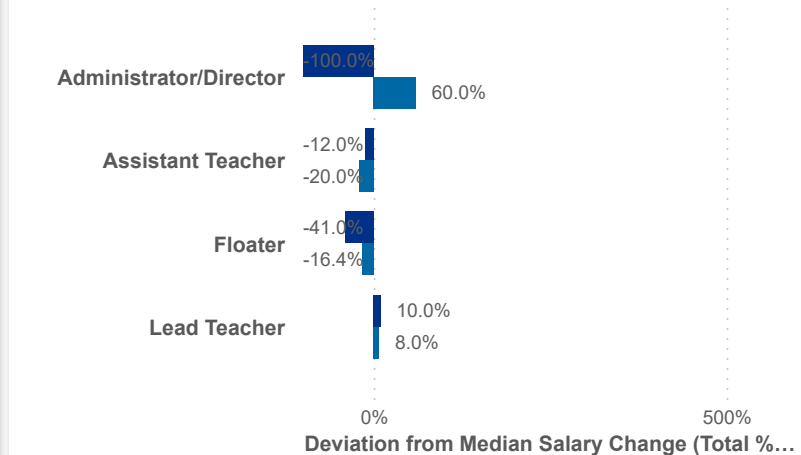
STAYER

0.79

Worker Status: ● Leaver ● Stayer

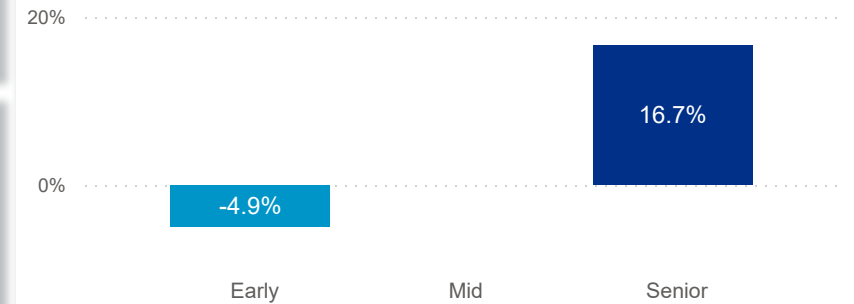


Worker Status: ● Leaver ● Stayer

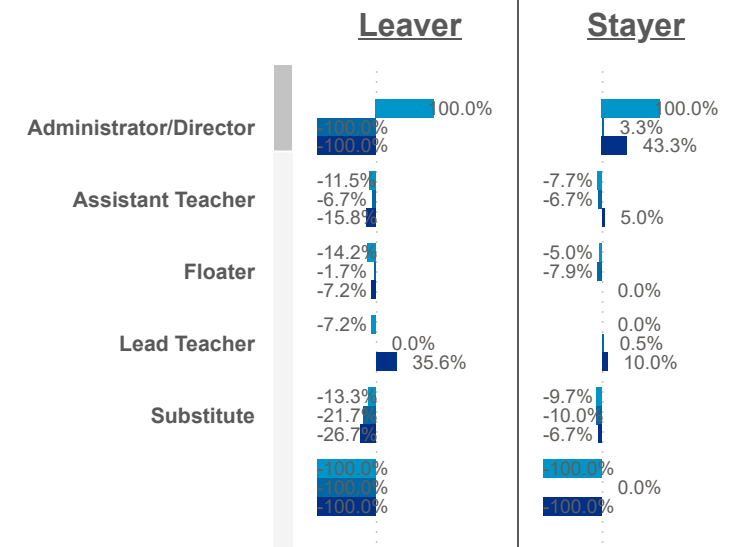


PAY & CAREER SENIORITY (USD)

Seniority: ● Early ● Mid ● Senior



Seniority: ● Early ● Mid ● Senior





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 8	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)

5.47

Workload Median (Leaver)

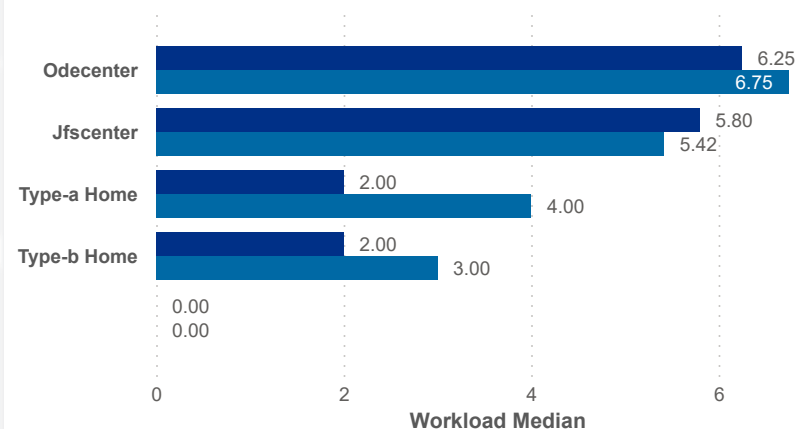
5.62

Workload Median (Stayer)

5.46

Workload Median

Worker status ● Leaver ● Stayer



Star Rating Mean (Total)

1.8

Star Rating Mean (Leaver)

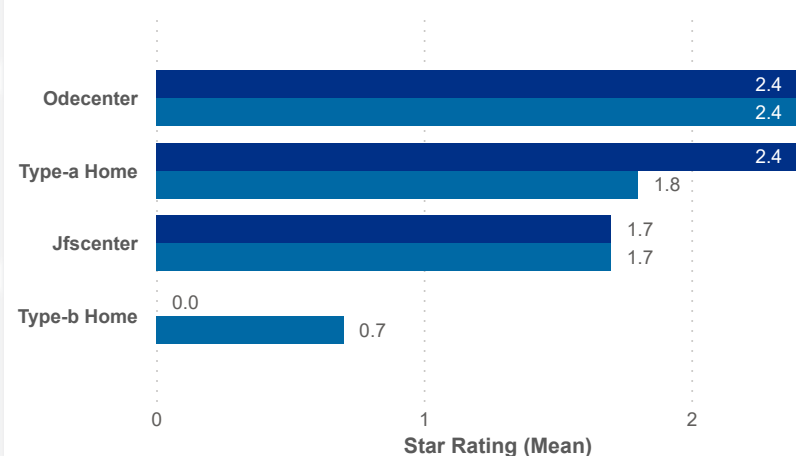
1.8

Star Rating Mean (Stayer)

1.8

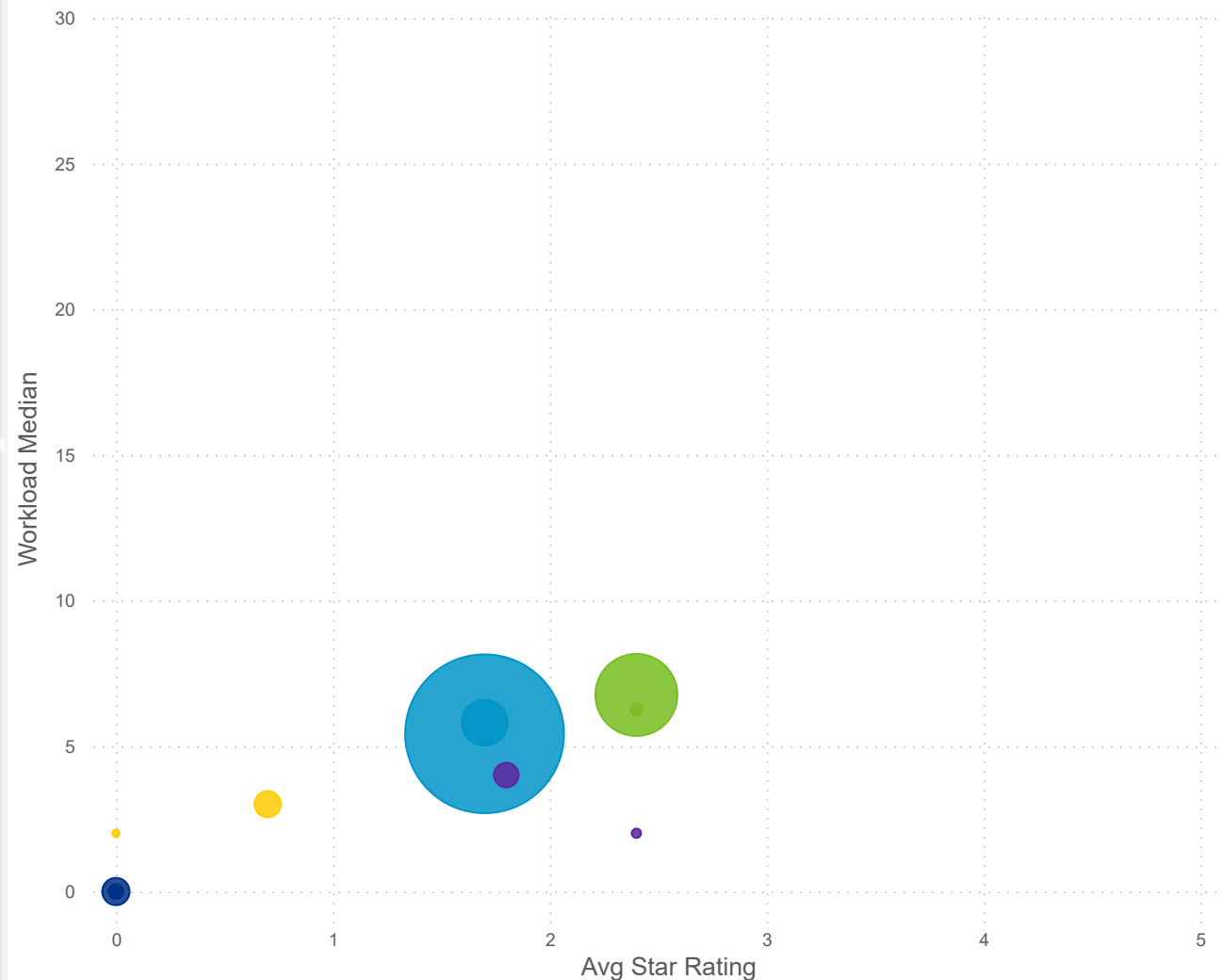
Star Rating Mean

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	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202503	Position Type:	All					Credential:	All	TEACH Models:	All
SDA>County:	SDA 8	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)

5.47

Workload Median (Leaver)

5.62

Workload Median (Stayer)

5.46

Star Rating Mean (Total)

1.8

Star Rating Mean (Leaver)

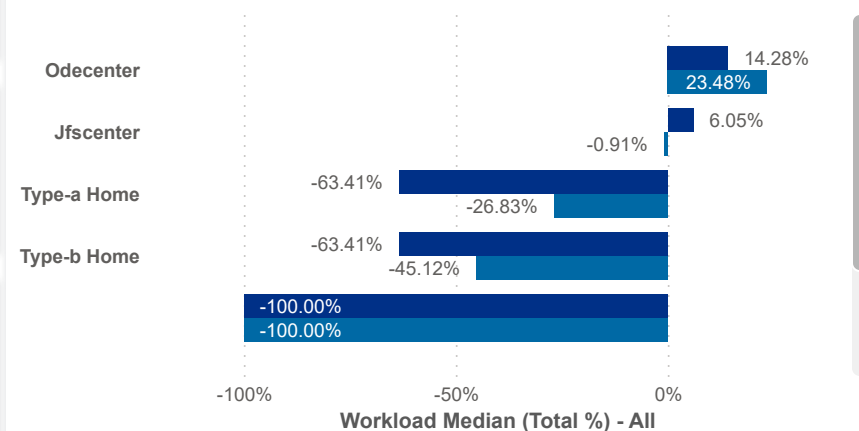
1.8

Star Rating Mean (Stayer)

1.8

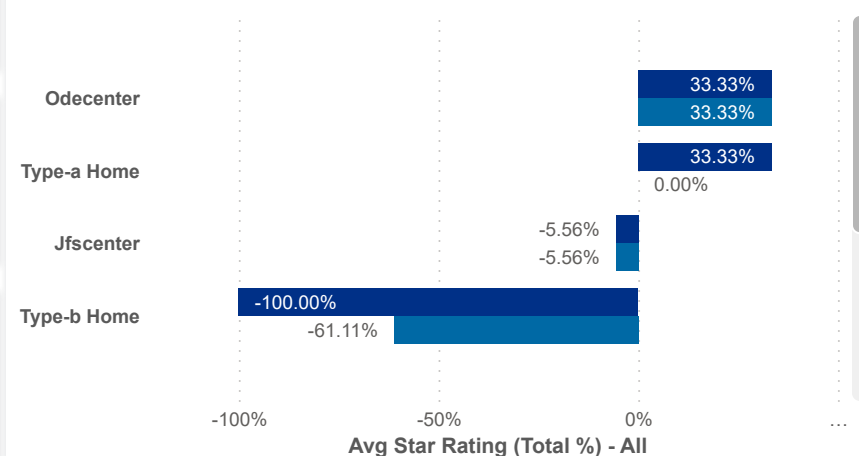
Workload Median (Total %)

Worker status ● Leaver ● Stayer



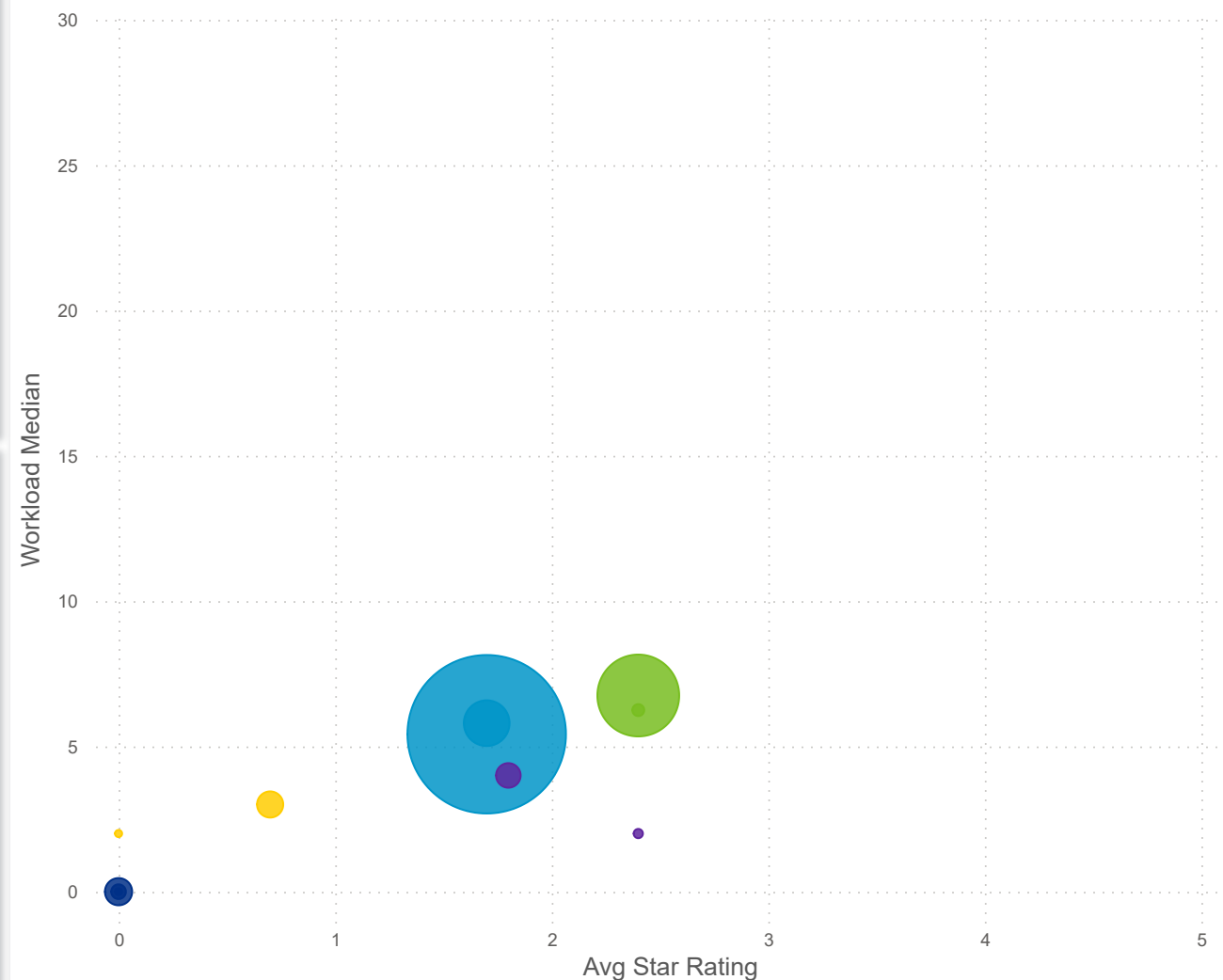
Star Rating Mean (Total %)

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	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202503	Position Type:	All					Credential:	All	TEACH Models:	All
SDA>County:	SDA 8	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 MEAN (USD)

LEAVER

14.68

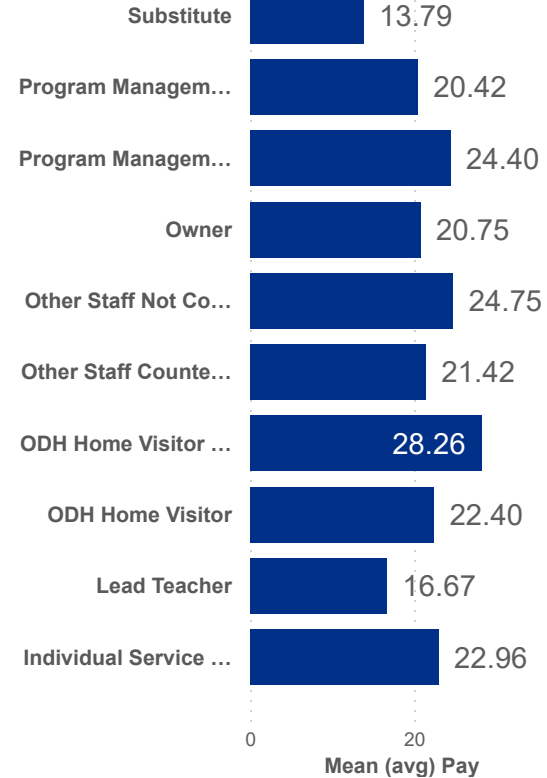
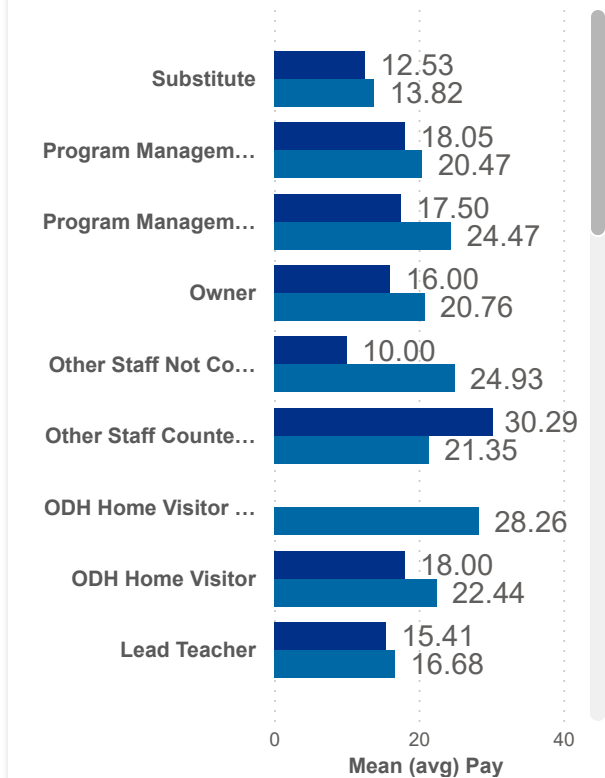
STAYER

16.58

COMBINED

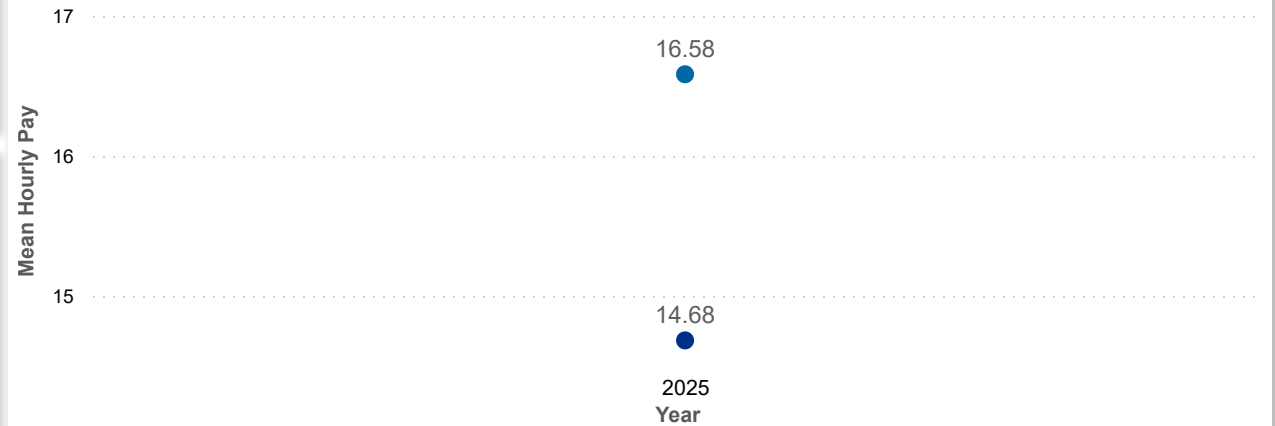
16.55

Worker status ● Leaver ● Stayer



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

