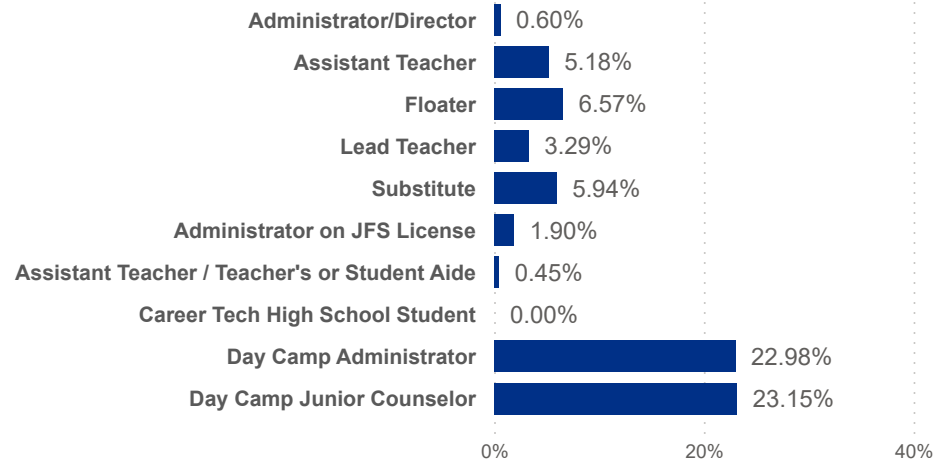




Date: 202501	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202503	Position Type: All			Credential: All	TEACH Models: All
SDA>County: All	SUTQ Rating: All	Total Duration: 0.00	Center Type: All	Publicly Funded: All	POWER Status: All
		100.00	Beale Code: All	Student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

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

4.08%

Adjusted Workers

125,125

Total Leaver

7,472

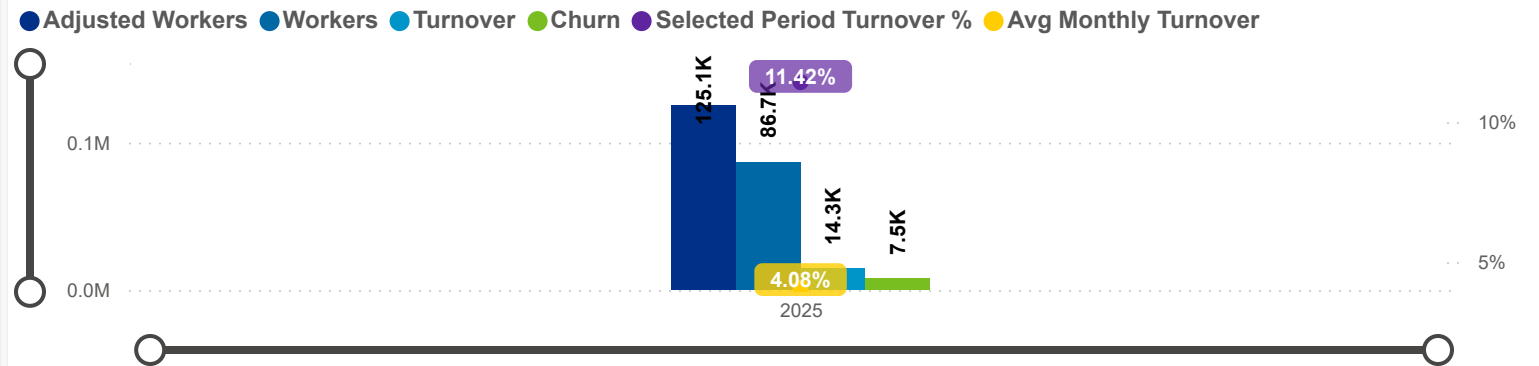
Total Stayer

117,653

Sel Period Turnover

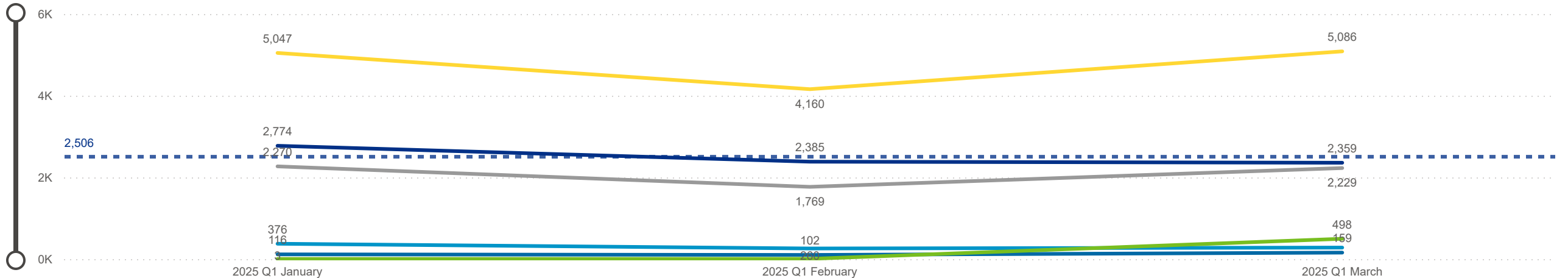
11.42%

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

Date:202503

Position Type:All

Teacher Age Group:All

Education:All

TEACH Models:All

SDA>County:All

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

Total Duration:100.00

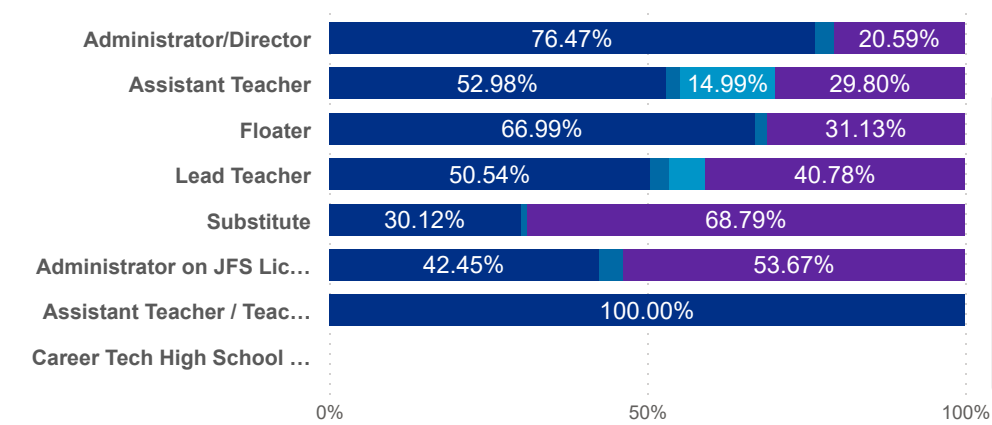
Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title

ChurnInternalPromotionSeasonalTransfer



Avg Monthly Churn

2.15%

Adjusted Workers

125,125

Workload Median

5.18

Pay Median USD / hr

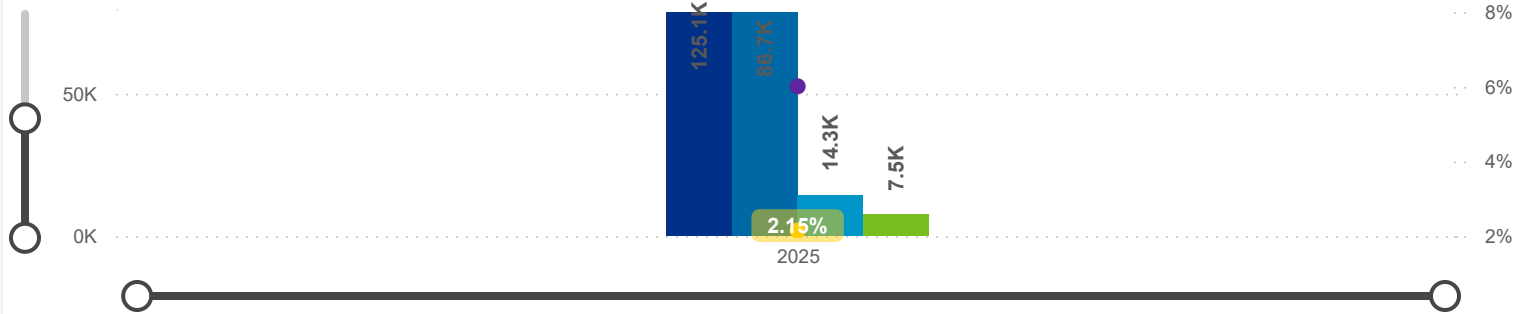
15.00

Avg ECE Duration

5.85

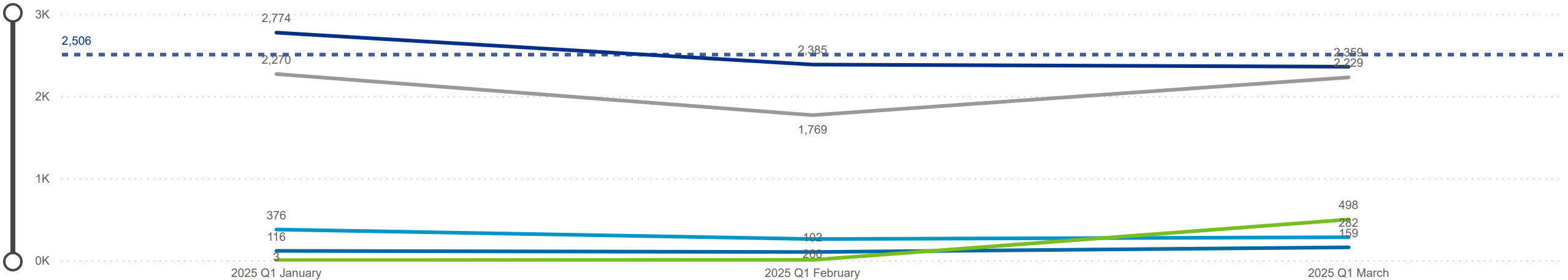
Avg Monthly Churn and Number of Workers

Adjusted WorkersWorkersTurnoverChurnSelected Period Churn %Avg Monthly Churn



Categorization by Time Series

ChurnInternalPromotionSeasonalTransfer



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: All

SUTQ Rating: All

Total Duration: 0.00

Center Type: All

Publicly Funded: All

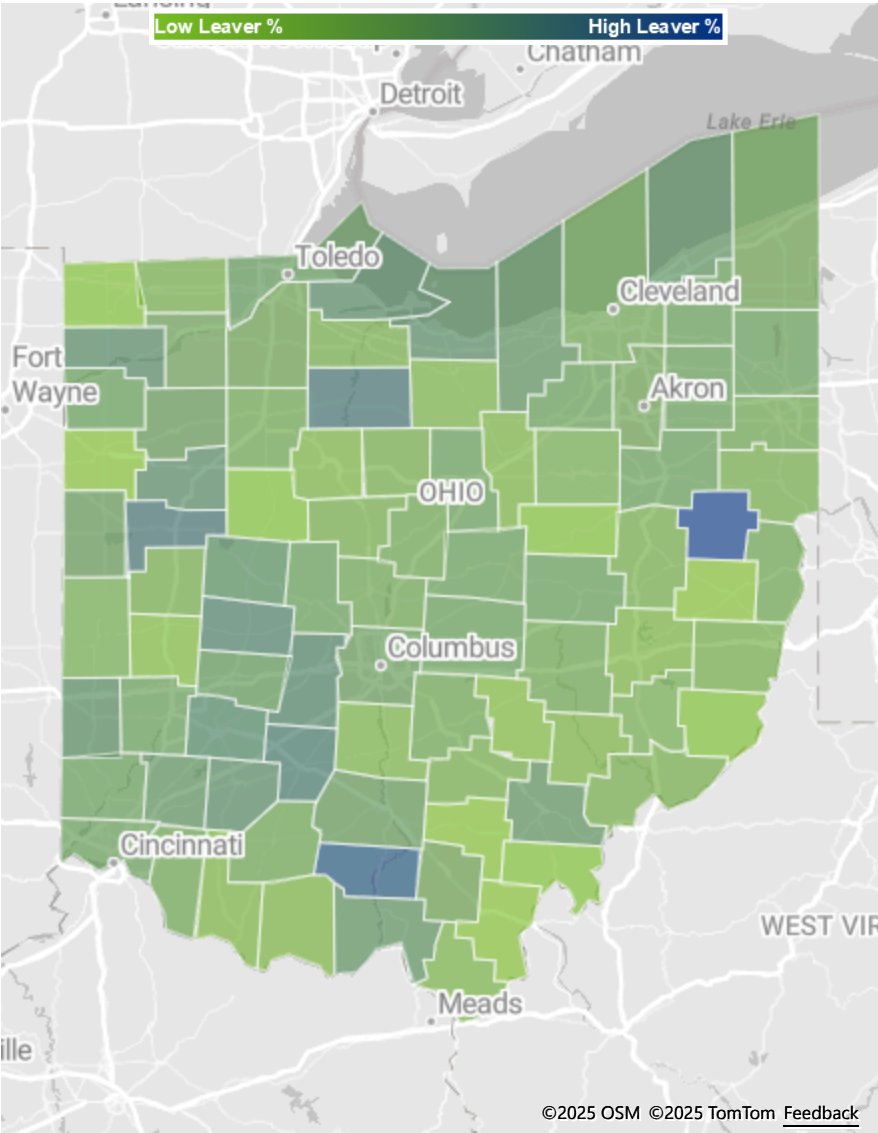
POWER Status: All

100.00

Beale Code: All

Student Age Group: All

POWER Levels: All



ADJUSTED WORKERS

125,125

TOTAL LEAVER

7,472

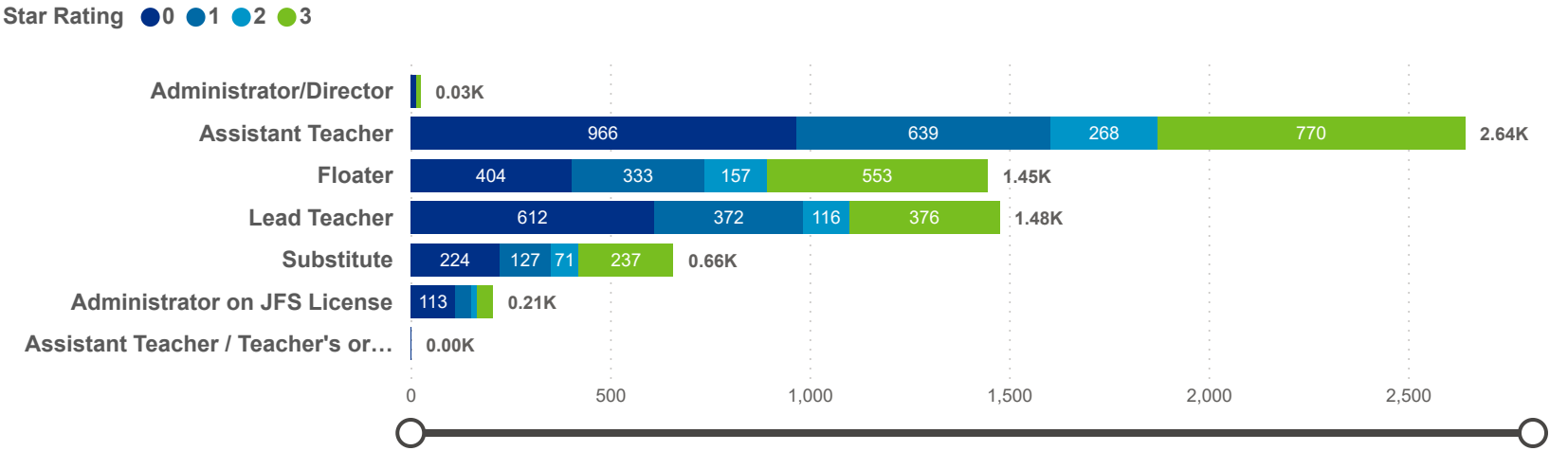
TOTAL STAYER

117,653

SELECTED PERIOD CHURN %

5.97%

Leaver by Job Title and Star Rating

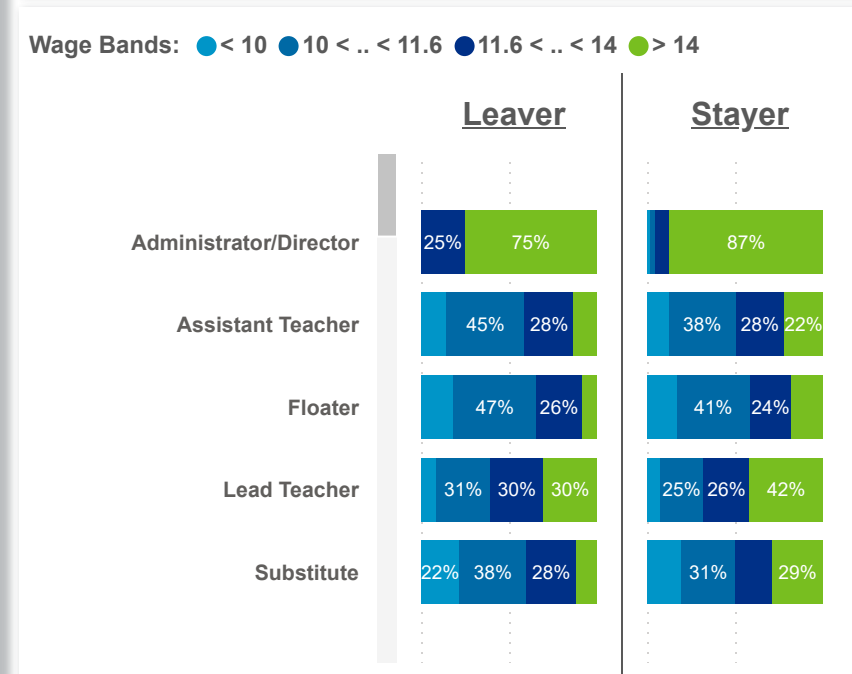
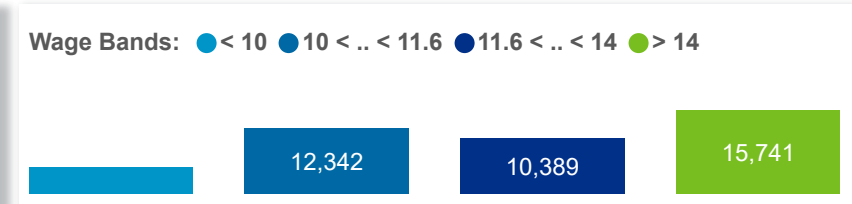
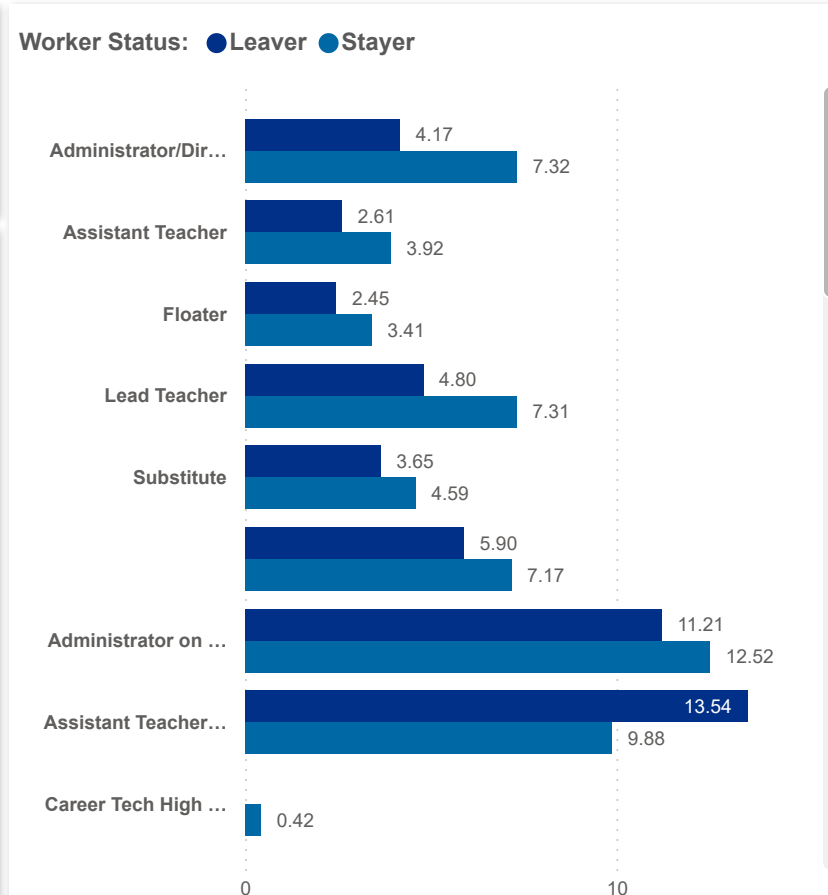
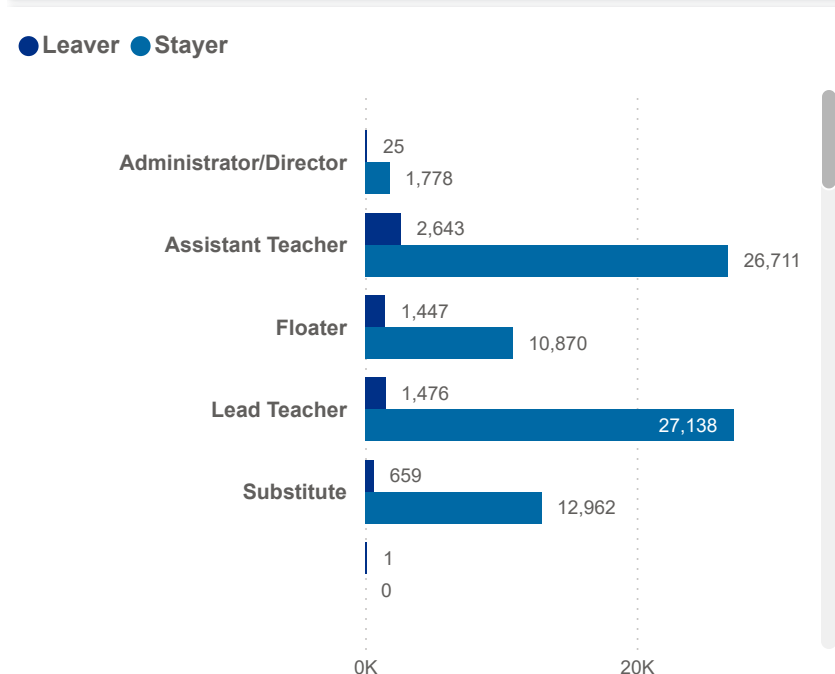
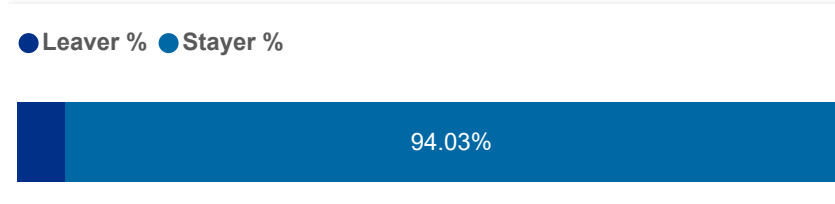


County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Avg Star Rating
Harrison OH	43	39	0.04%		43		100.00%	0.00%	0.00%	0.00%	8.00	2.72
Carroll OH	83	70	0.08%	13	70	15.66%	84.34%	5.73%	16.87%	6.17%	6.50	2.51
Monroe OH	132	81	0.09%	3	129	2.27%	97.73%	0.77%	3.03%	1.03%	3.43	2.50
Fayette OH	261	197	0.23%	26	235	9.96%	90.04%	3.52%	11.49%	4.06%	3.00	2.32
Columbiana OH	795	489	0.56%	36	759	4.53%	95.47%	1.57%	7.30%	2.53%	3.89	2.23
Noble OH	149	114	0.13%	7	142	4.70%	95.30%	1.63%	7.38%	2.56%	3.79	2.20
Highland OH	328	242	0.28%	18	310	5.49%	94.51%	1.92%	11.59%	4.06%	3.29	2.19
Coshocton OH	320	243	0.28%	20	300	6.25%	93.75%	2.18%	6.56%	2.29%	4.25	2.14
Scioto OH	717	408	0.47%	55	662	7.67%	92.33%	2.77%	12.13%	4.39%	2.52	2.10
Pickaway OH	306	203	0.23%	12	294	3.92%	96.08%	1.38%	10.46%	3.69%	6.00	2.09
Total	125,125	86,693	100.00%	7,472	117,653	5.97%	94.03%	2.15%	11.42%	4.08%	5.18	1.44



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: All	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)
7,472	117,653	3.61	5.94	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:All

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)
5.97%	94.03%	3.61	5.94	14.00	15.00

● Leaver % ● Stayer %

94.03%

Worker Status: ● Leaver ● Stayer

Administrator/Dir...	-28.81%	24.98%
Assistant Teacher	-55.47%	-33.06%
Floater	-58.14%	-41.80%
Lead Teacher	-18.07%	24.87%
Substitute	-37.61%	-21.54%

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

11.27%

27.34%

22.92%

38.48%

Worker Status: ● Leaver ● Stayer

Administrator/Director	0.01%	0.43%
Assistant Teacher	1.48%	6.70%
Floater	0.81%	2.77%
Lead Teacher	0.83%	6.66%
Substitute	0.37%	3.18%
Administrator on JFS License	0.00%	0.00%
Assistant Teacher / Teacher'...	0.12%	1.98%
Career Tech High School St...	0.00%	0.02%
Day Camp Administrator	0.00%	0.00%
Day Camp Junior Counselor	0.02%	0.04%
Day Camp Lead Counselor	0.04%	0.12%
Day Camp Owner	0.12%	0.00%

Worker Status: ● Leaver ● Stayer

Administrator/Dir...	-28.81%	24.98%
Assistant Teacher	-55.47%	-33.06%
Floater	-58.14%	-41.80%
Lead Teacher	-18.07%	24.87%
Substitute	-37.61%	-21.54%
Administrator on ...	0.73%	22.44%
Assistant Teacher...	91.56%	113.83%
Career Tech High ...	68.75%	131.39%
Day Camp Admini...	-92.76%	-1.37%
Day Camp Junior ...	-100.00%	-1.37%
Day Camp Lead C...	-77.02%	-67.47%
Day Camp Owner	-100.00%	59.92%
Early Childhood ...	-100.00%	20.15%
Early Intervention...	-45.11%	1.77%
Early Intervention...	-100.00%	51.85%
Extracurricular U...	-46.61%	5.91%
High School Junior	-87.71%	-89.16%

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

	Leaver	Stayer
Administrator/Director	75.00%	87.00%
Assistant Teacher	44.59%	
Floater	46.90%	
Lead Teacher		41.61%
Substitute		
Administrator on JFS License	55.17%	62.58%
Assistant Teacher / Teacher'...	100.00%	
Day Camp Administrator		65.38%
Day Camp Junior Counselor		67.95%
Day Camp Lead Counselor		50.00%

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:All

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)

5.32

STAYER (Avg Career Duration)

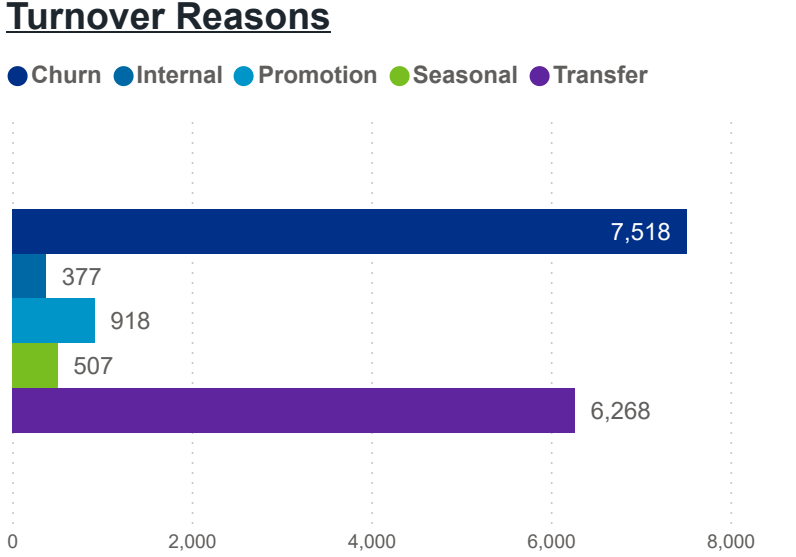
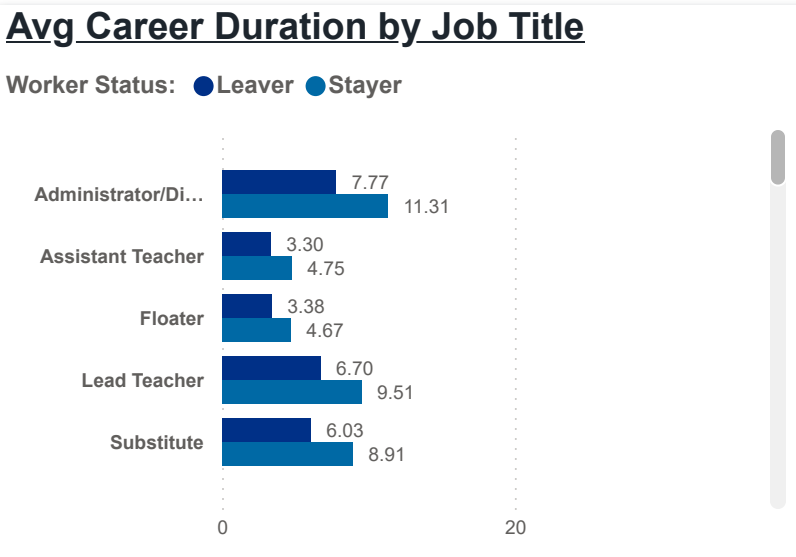
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TOTAL STAYER

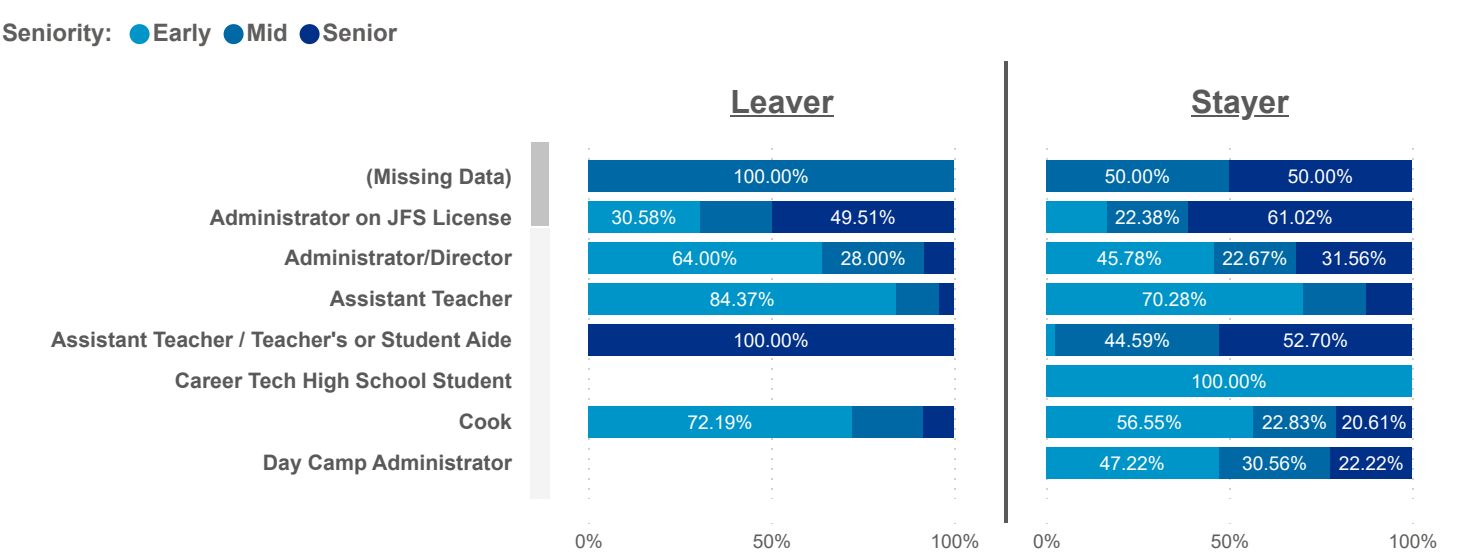
117,653

STAYER (Promotion)

918



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Adams	Administrator/Director	2.50		Early	5.80	3.0
Allen	Administrator/Director	3.50		Early	20.25	0.0
Ashland	Administrator/Director	2.78		Early	13.60	1.5
Ashtabula	Administrator/Director	2.59		Early	8.50	2.5
Athens	Administrator/Director	3.66		Early	6.29	1.8
Auglaize	Administrator/Director	0.93		Early	8.22	2.6
Belmont	Administrator/Director	2.13		Early	4.78	2.0
Brown	Administrator/Director	2.50		Early	4.44	2.6
Butler	Administrator/Director	1.60		Early	5.34	2.3
Carroll	Administrator/Director	1.97		Early	8.67	3.0



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

Education:All

TEACH Models:All

SDA>County:All

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

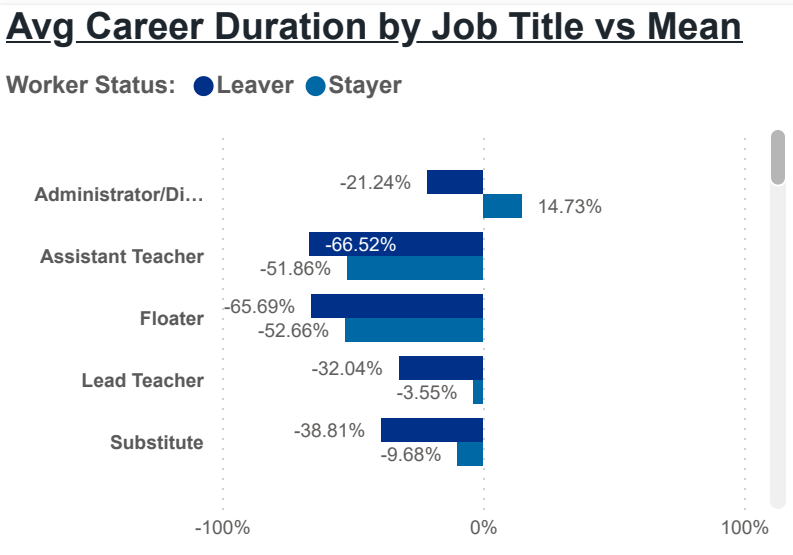
POWER Levels:All

LEAVER (Avg Career Duration)

5.32

STAYER (Avg Career Duration)

10.03



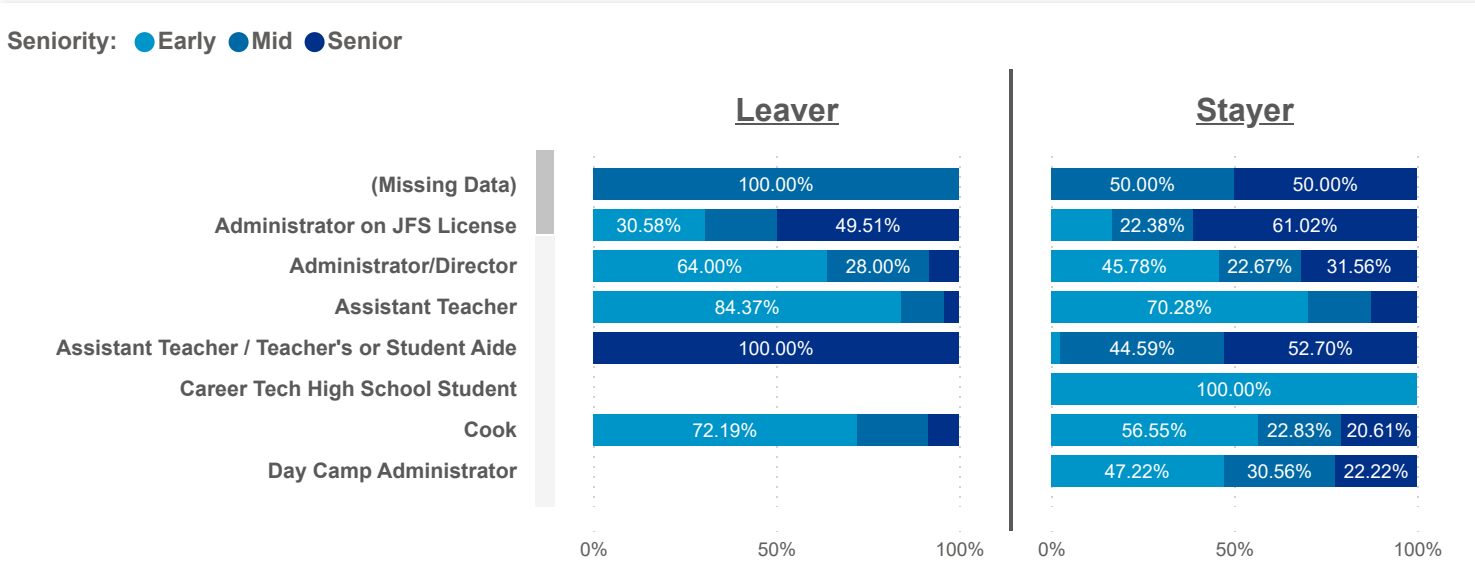
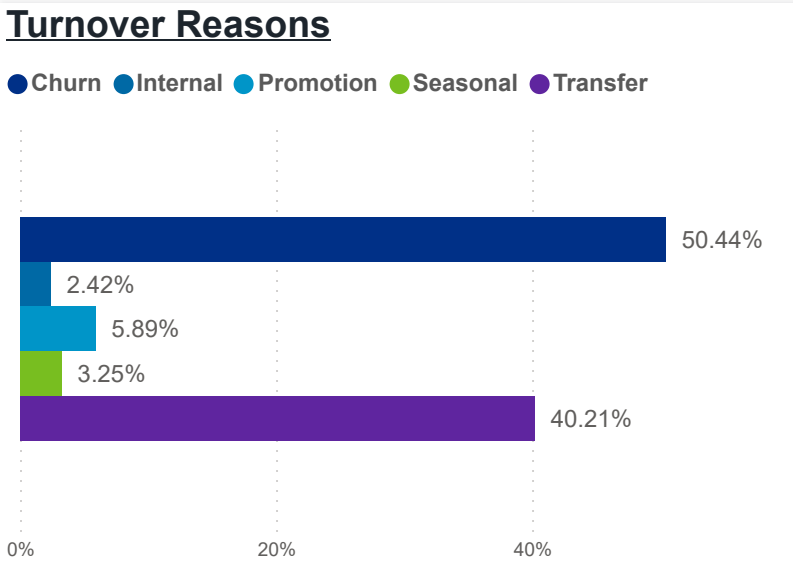
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Lucas	Assistant Teacher	0.00	14.85	Early	4.67	2.0
Butler	Assistant Teacher	0.00	40.00	Early	5.00	3.0
Marion	Assistant Teacher	0.00	12.25	Mid	4.25	1.0
Delaware	Assistant Teacher	0.00	18.25	Senior	6.86	0.0
Cuyahoga	Lead Teacher	0.00	13.85	Senior	4.78	2.0
Franklin	Substitute	0.00	16.25	Early	5.00	0.0
Van Wert	Administrator on JFS License	0.00		Early	6.00	0.0
Franklin	Administrator on JFS License	0.00	14.50	Early	2.83	1.0
Cuyahoga	Day Camp Administrator	0.00		Senior	0.00	0.0
Franklin	Extracurricular Used in Ratio	0.00	2.00	Early	5.00	0.0
Franklin	HS Senior or Graduate <18	0.00	20.00	Early	3.00	1.0

TOTAL STAYER

117,653

STAYER (Promotion)

918



occrra

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

Created Date: 07/15/2025

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:

All

SUTQ Rating:

All

Total Duration:

0.00

Center Type:

All

Publicly Funded:

All

POWER Status:

All

Beale Code:

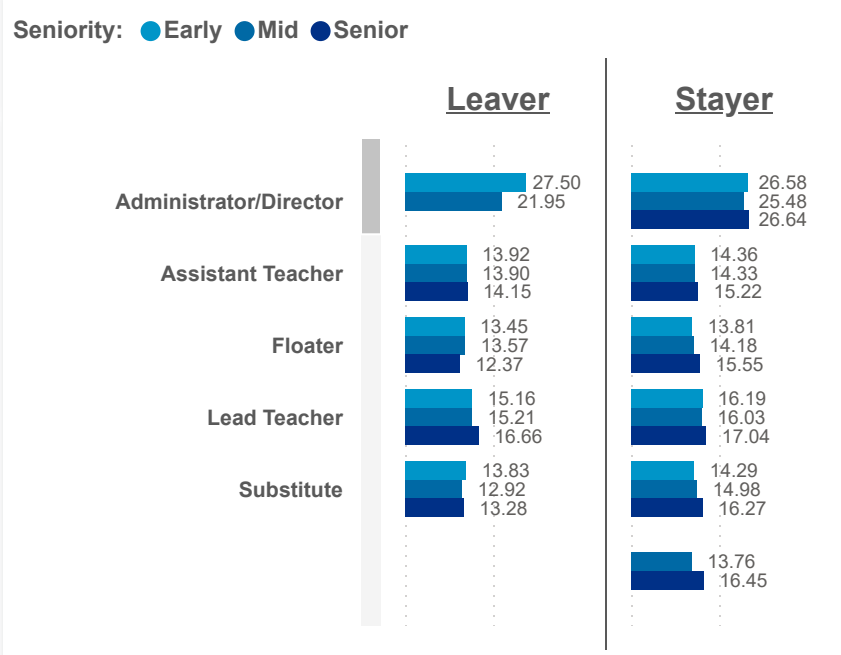
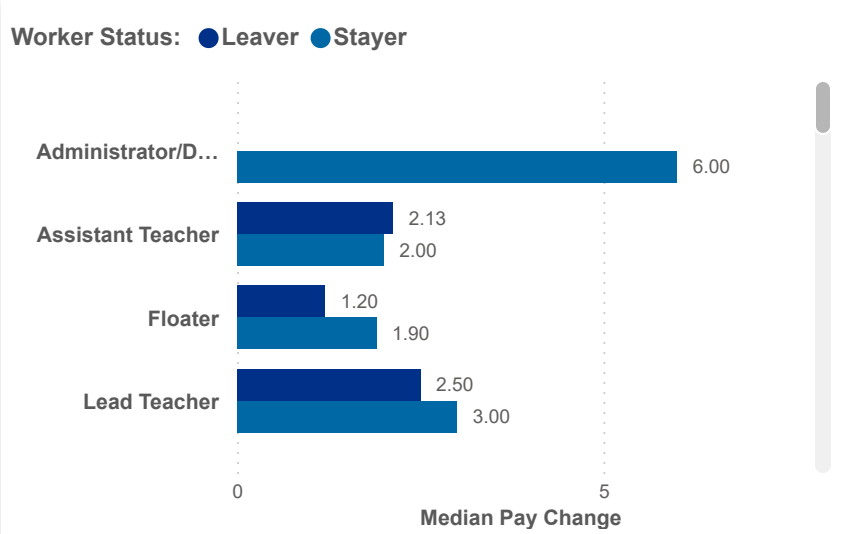
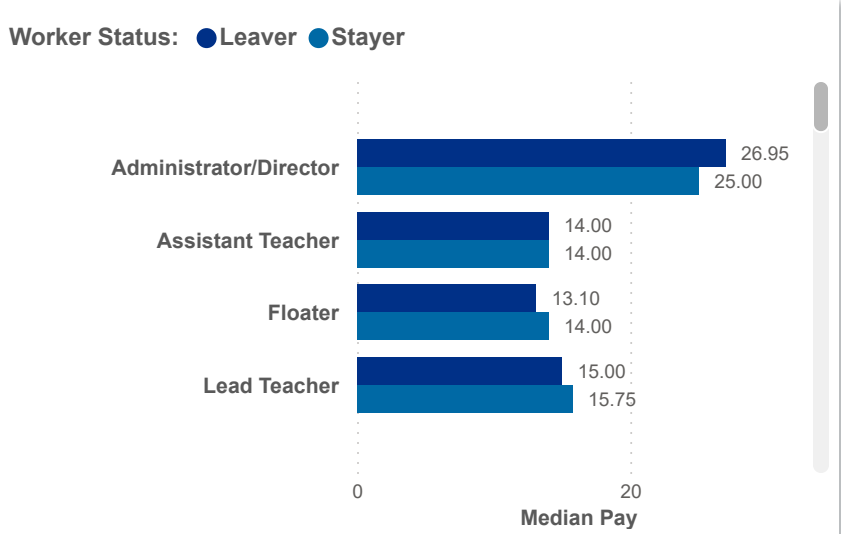
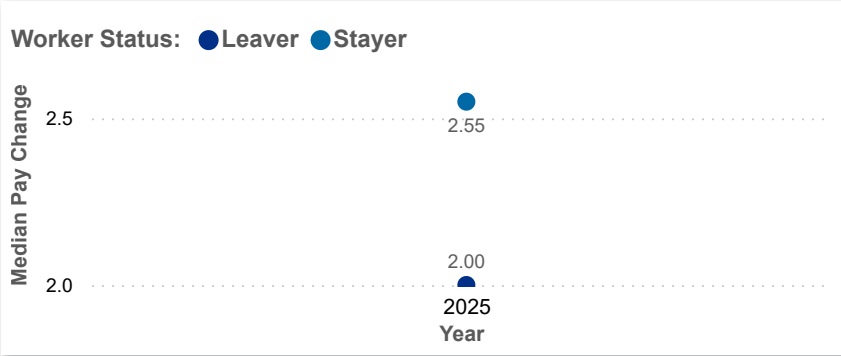
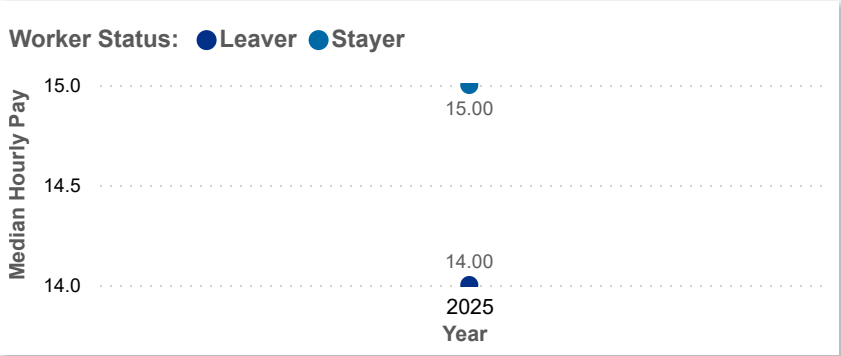
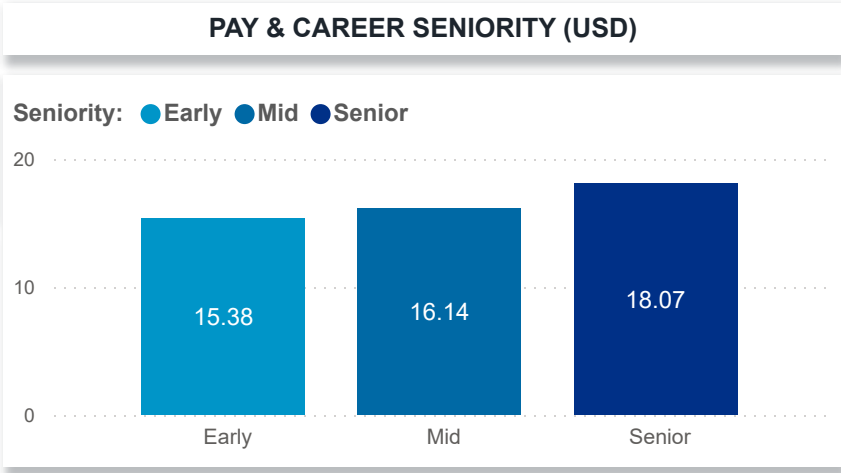
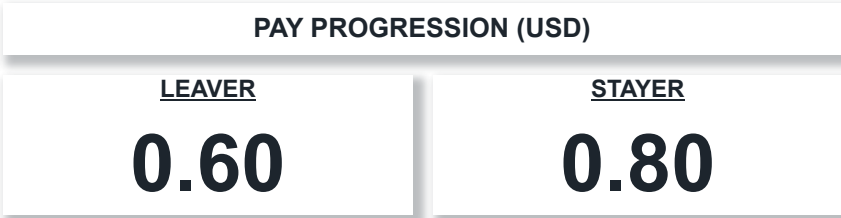
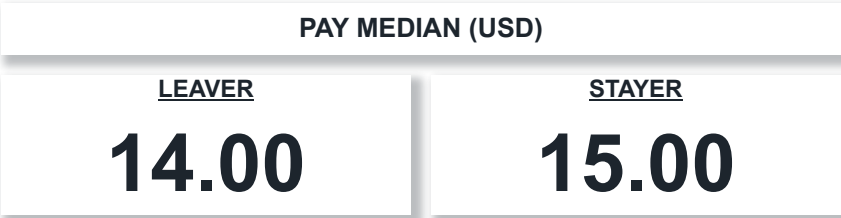
All

Student Age Group:

All

POWER Levels:

All



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:All

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





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:	All	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)

5.18

Workload Median (Leaver)

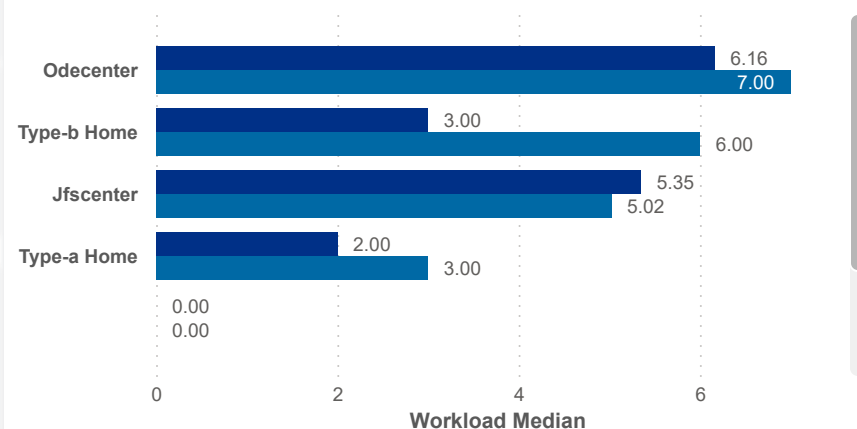
5.32

Workload Median (Stayer)

5.18

Workload Median

Worker status ● Leaver ● Stayer



Star Rating Mean (Total)

1.4

Star Rating Mean (Leaver)

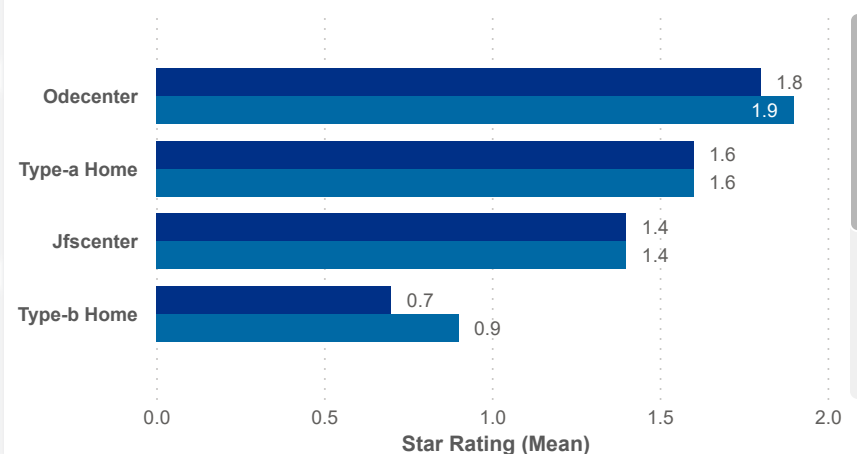
1.4

Star Rating Mean (Stayer)

1.4

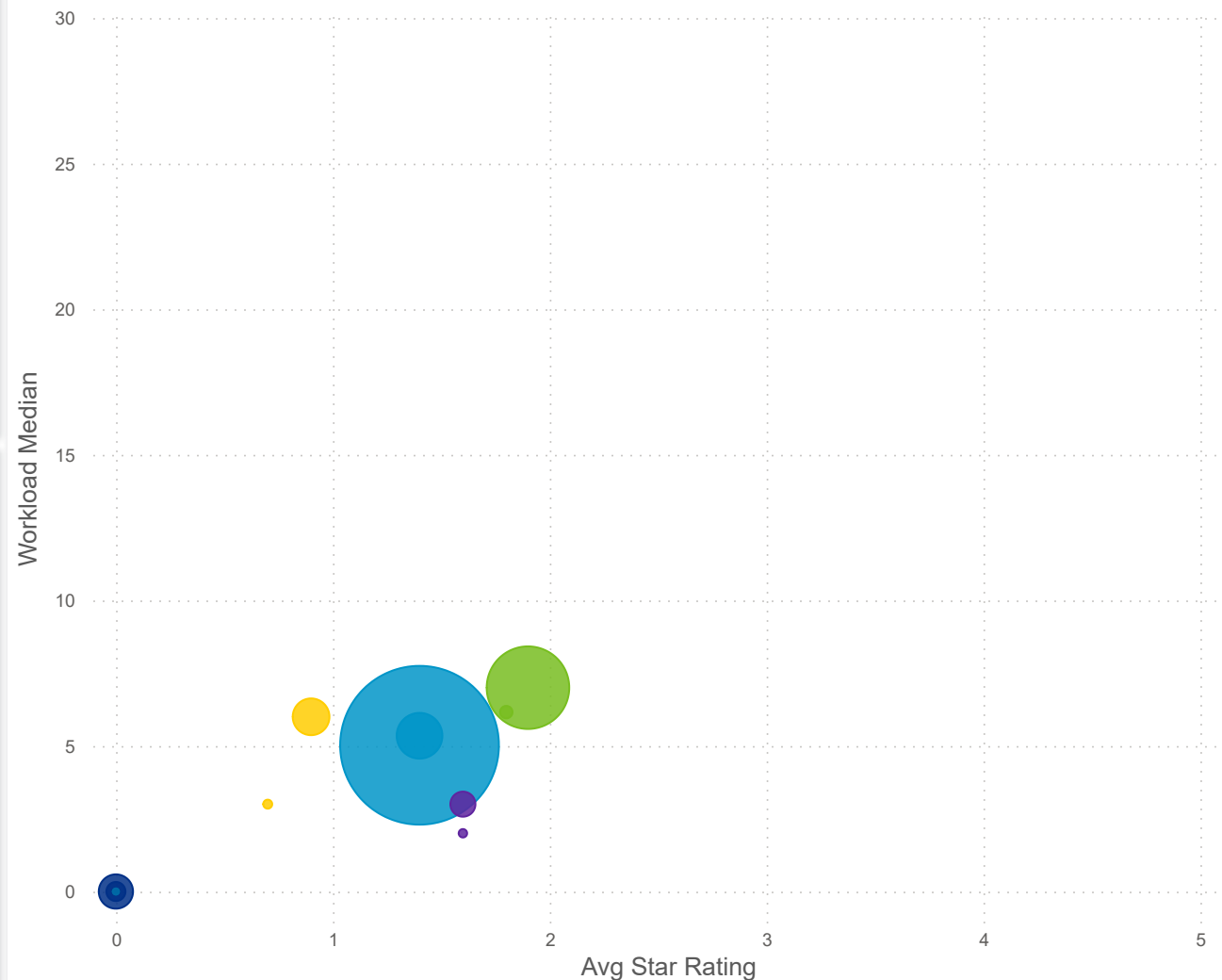
Star Rating Mean

Worker status ● Leaver ● Stayer



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

Center Type: ● Day Camp ● Inhome Aide ● 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: All	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)

5.18

Workload Median (Leaver)

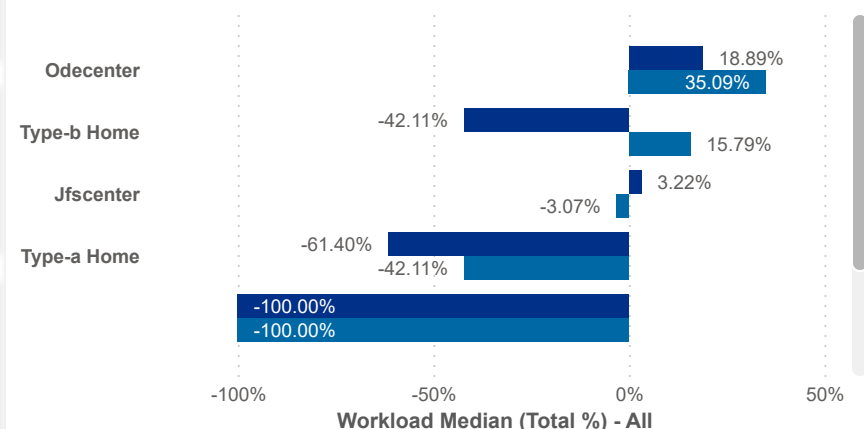
5.32

Workload Median (Stayer)

5.18

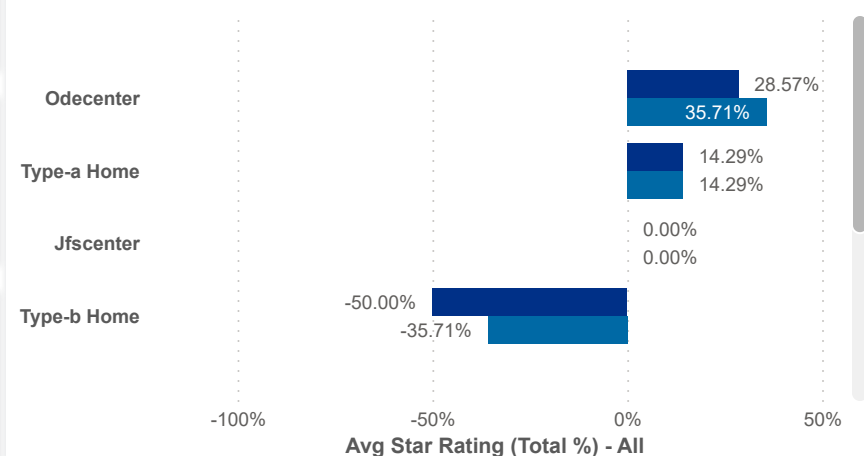
Workload Median (Total %)

Worker status ● Leaver ● Stayer



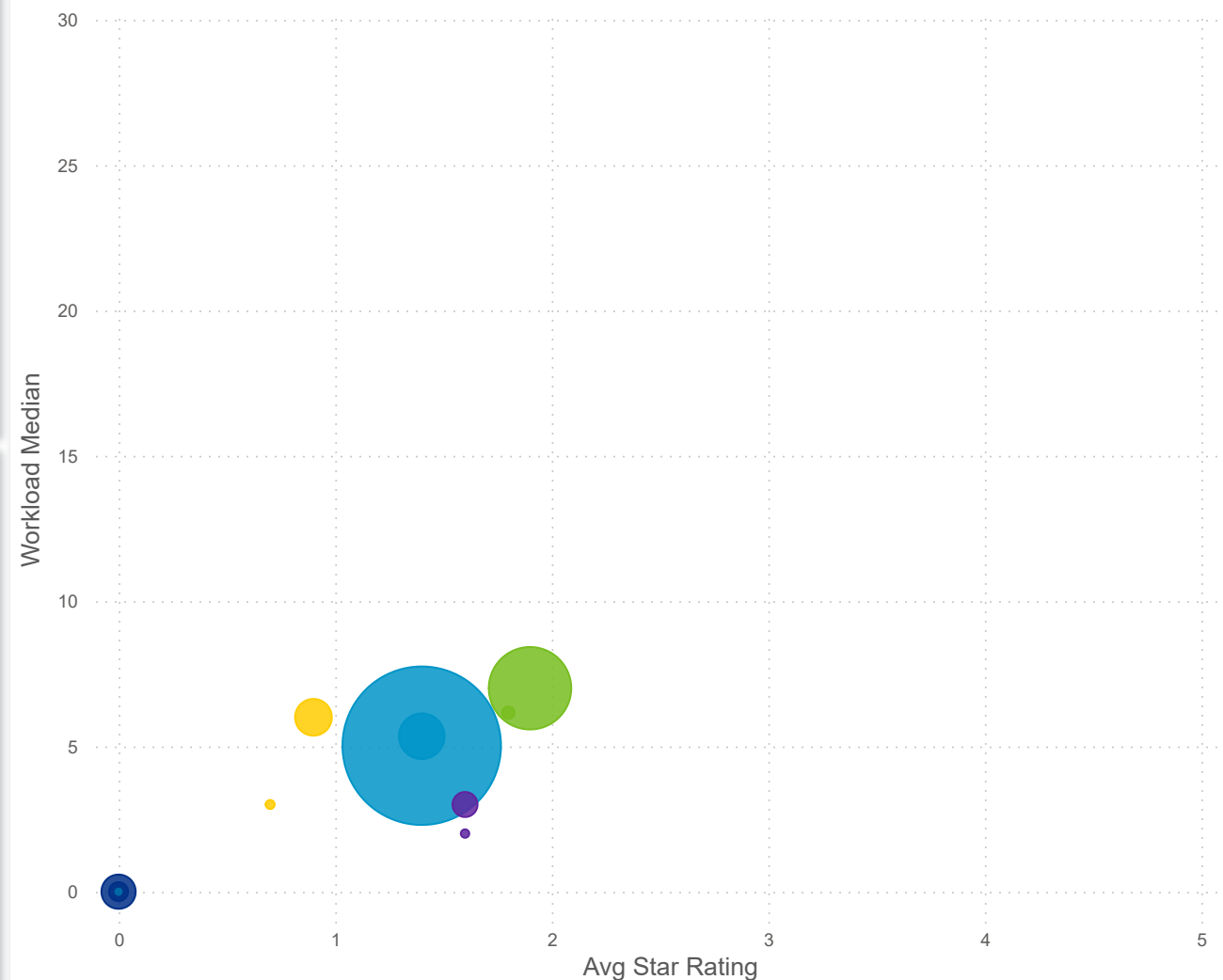
Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



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

Center Type: ● Day Camp ● Inhome Aide ● 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:	All	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

14.63

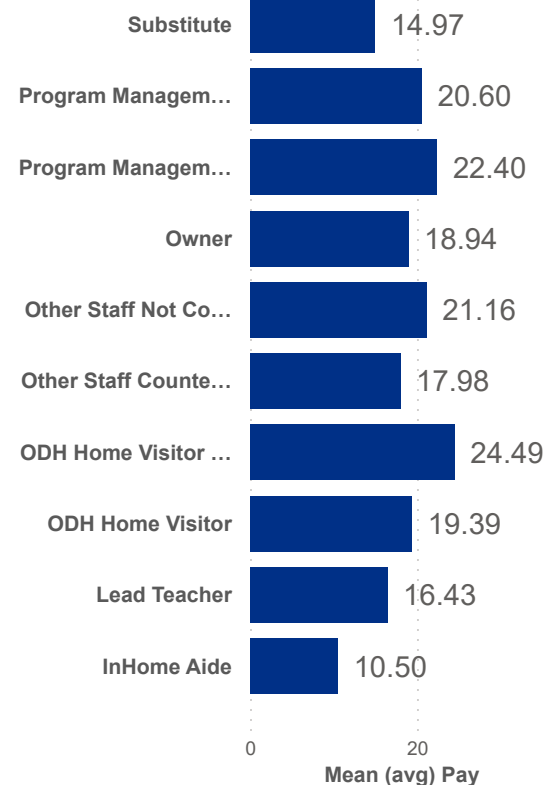
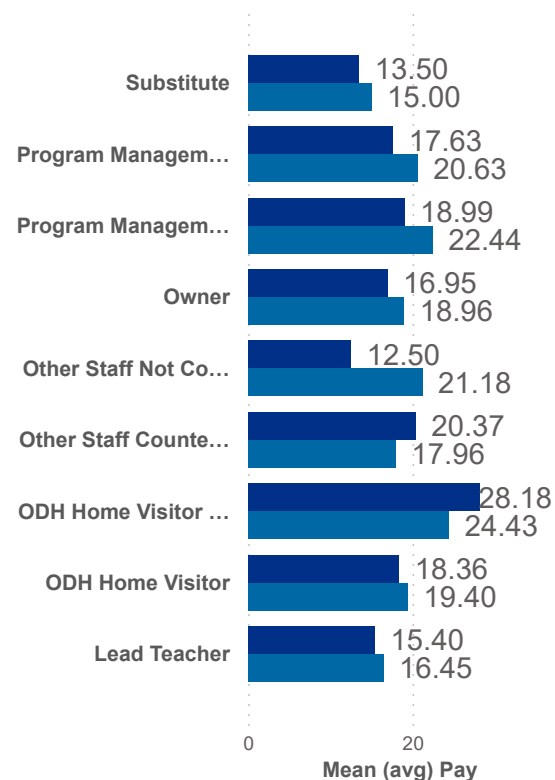
STAYER

16.45

COMBINED

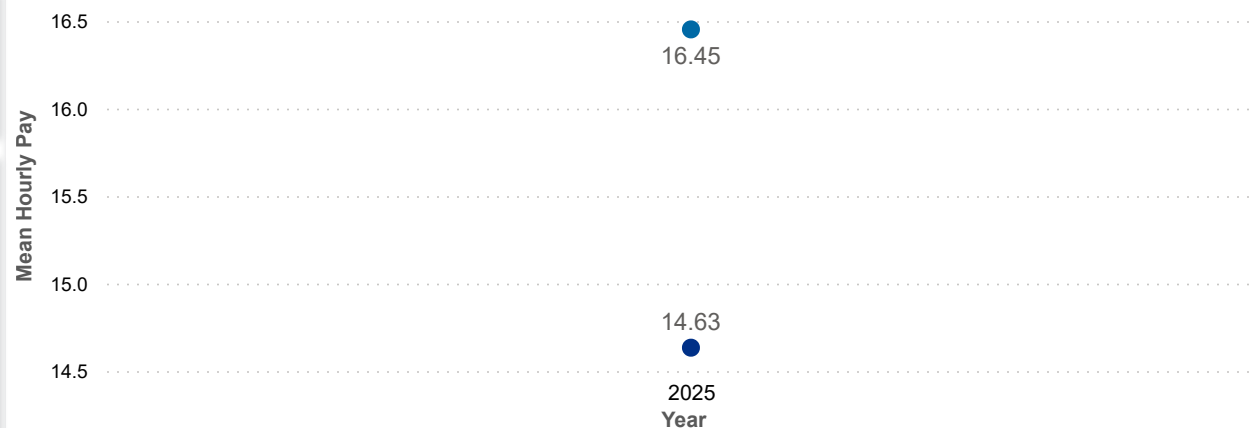
16.42

Worker ... ● Leaver ● Stayer



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

