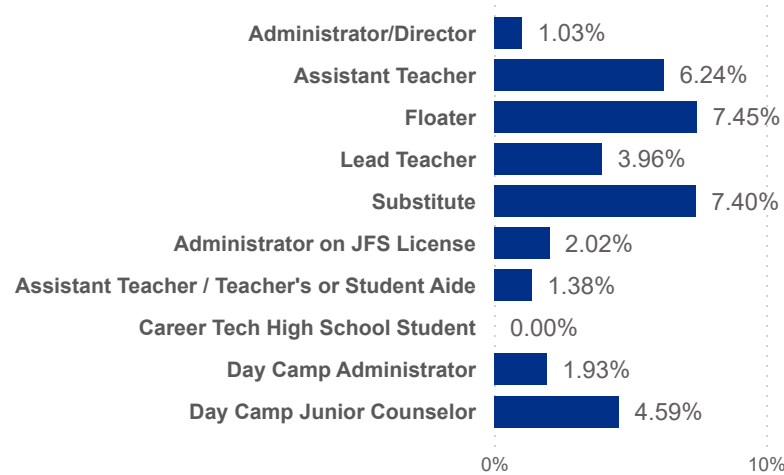




Date: 202504	Program Type: All	Job Title: All	Teacher Age Group: All	Education: All	TEACH Status: All
202506	Position Type: All			Credential: All	TEACH Models: All
SDA>County: All	SUTQ Rating: All	Total Duration: 0.00	Center Type: All	Publicly Funded: All	POWER Status: All
		100.00	Beale Code: All	Student Age Group: All	POWER Levels: All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

4.87%

Adjusted Workers

125,733

Total Leaver

9,827

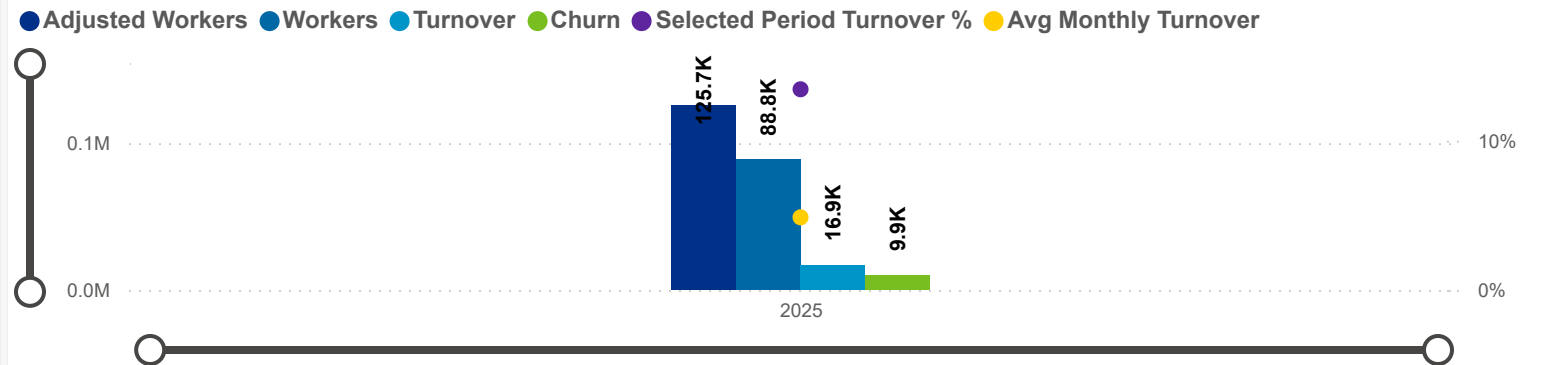
Total Stayer

115,906

Sel Period Turnover

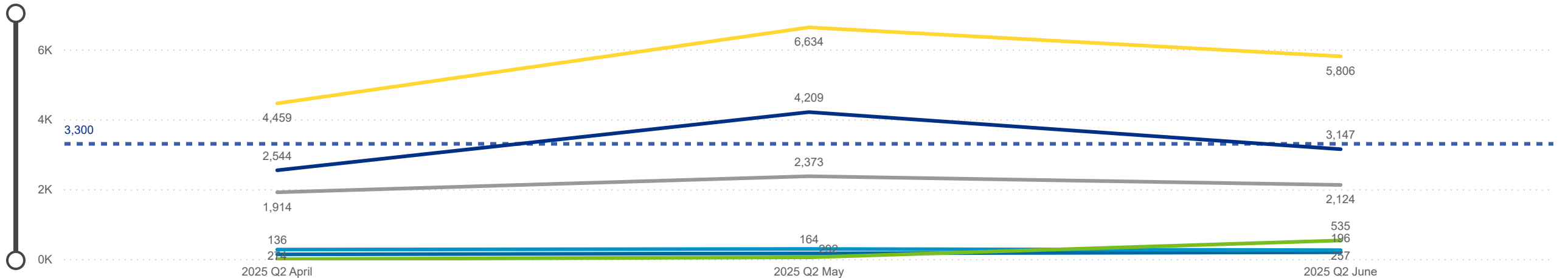
13.44%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover



Date:202504

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202506

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

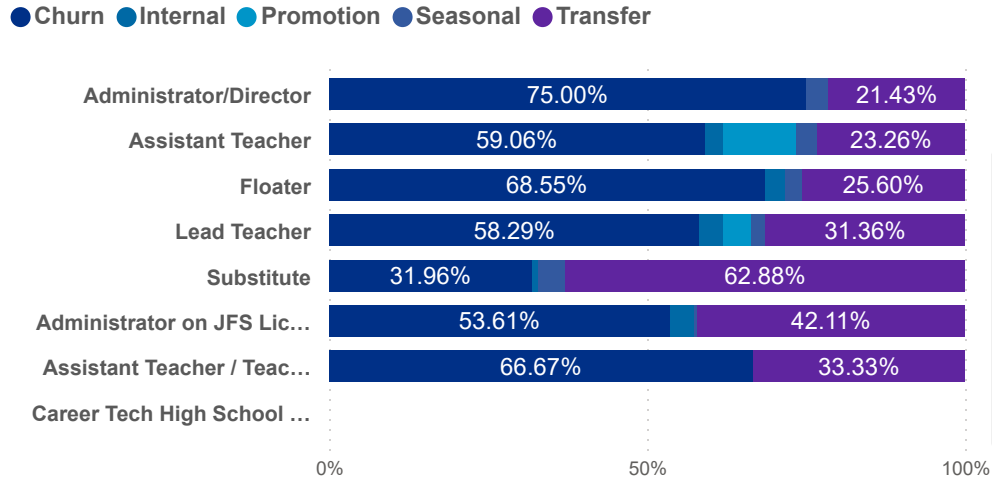
Total Duration:100.00

Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title



Avg Monthly Churn

2.85%

Adjusted Workers

125,733

Workload Median

5.13

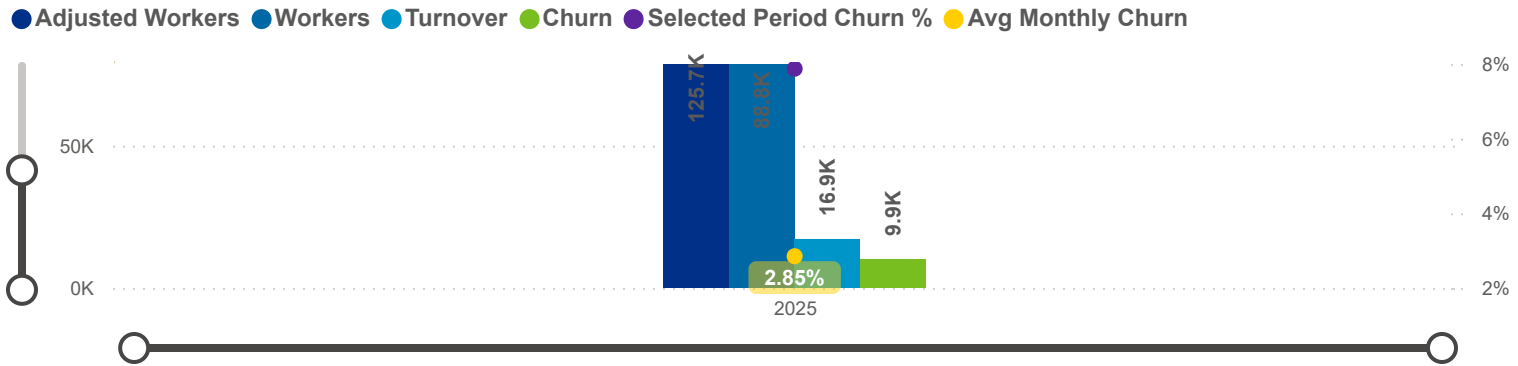
Pay Median USD / hr

15.00

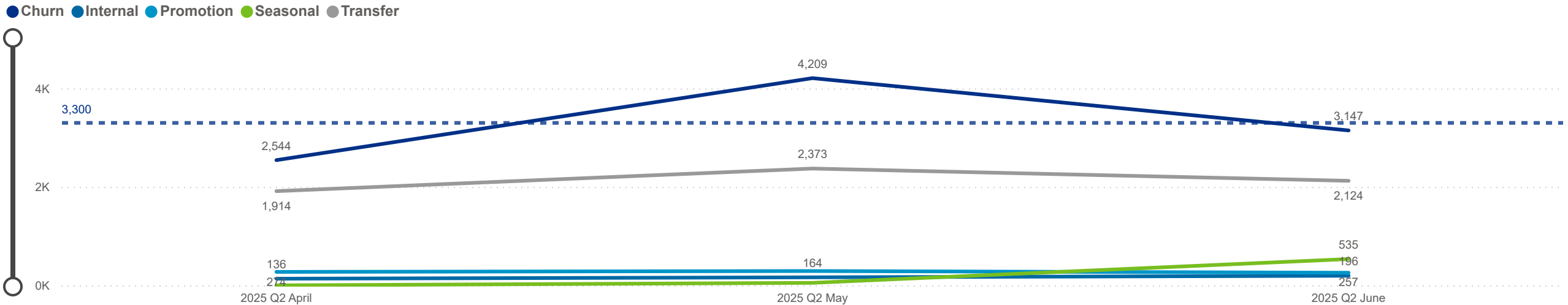
Avg ECE Duration

5.73

Avg Monthly Churn and Number of Workers



Categorization by Time Series



Date: 202504

Program Type: All

Job Title: All

Teacher Age Group: All

Education: All

TEACH Status: All

Date: 202506

Position Type: All

Center Type: All

Beale Code: All

Credential: All

TEACH Models: All

SDA>County: All

SUTQ Rating: All

Total Duration: 0.00

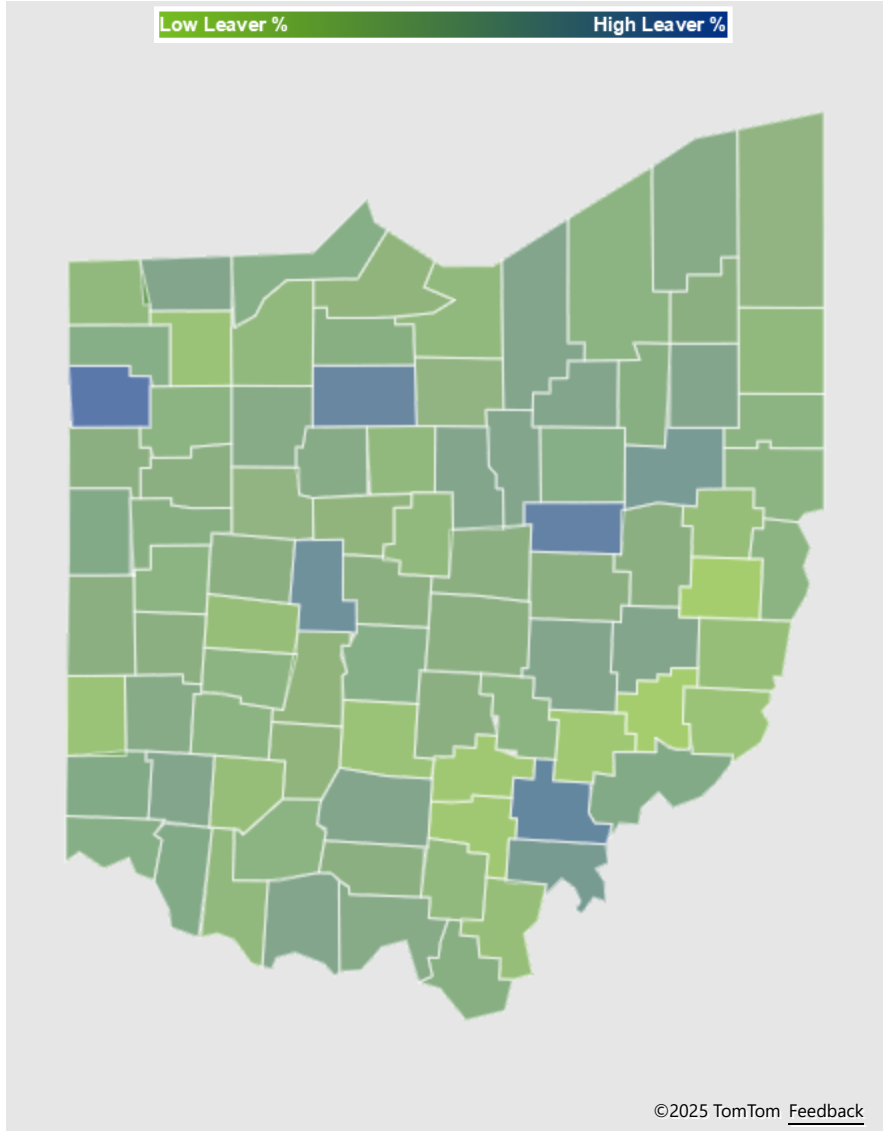
Publicly Funded: All

POWER Status: All

100.00

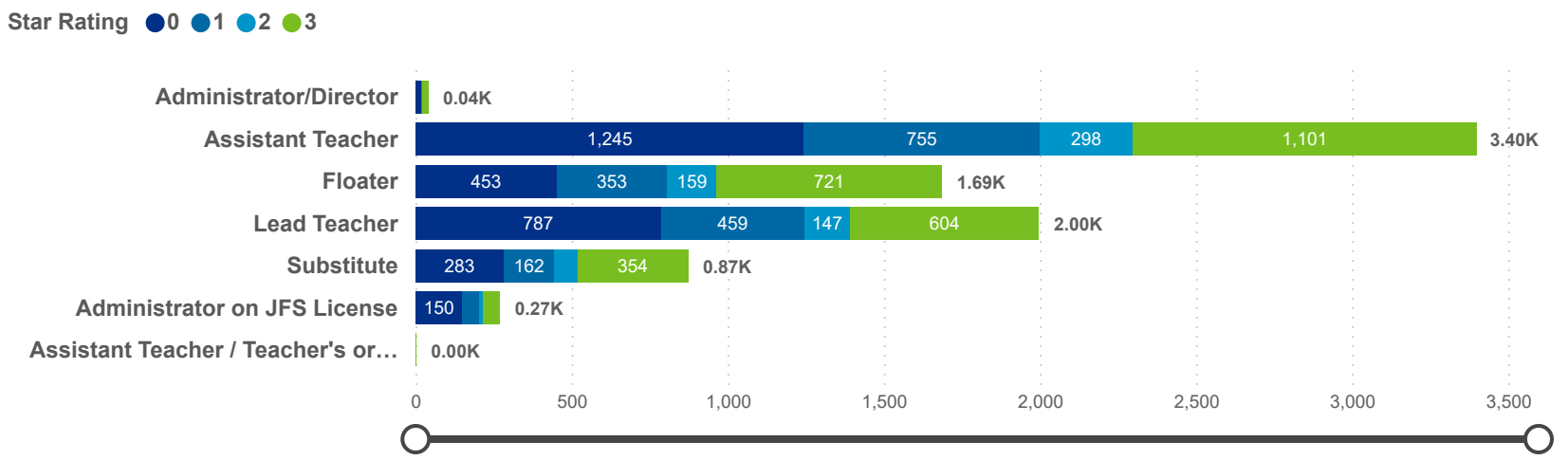
Student Age Group: All

POWER Levels: All



ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
125,733	9,827	115,906	7.82%

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	70	66	0.07%	3	67	4.29%	95.71%	1.46%	4.29%	1.46%	6.50	2.62
Monroe OH	133	82	0.09%	4	129	3.01%	96.99%	1.01%	3.76%	1.27%	3.43	2.51
Fayette OH	254	199	0.22%	15	239	5.91%	94.09%	2.08%	8.27%	2.92%	2.71	2.33
Columbiana OH	781	502	0.57%	51	730	6.53%	93.47%	2.33%	10.24%	3.58%	4.00	2.24
Highland OH	321	241	0.27%	22	299	6.85%	93.15%	2.48%	12.77%	4.62%	2.80	2.24
Noble OH	143	116	0.13%		143		100.00%	0.00%	0.00%	0.00%	3.78	2.19
Coshocton OH	314	242	0.27%	23	291	7.32%	92.68%	2.58%	8.28%	2.91%	4.18	2.13
Ashtabula OH	767	568	0.64%	47	720	6.13%	93.87%	2.13%	7.43%	2.59%	5.38	2.09
Richland OH	1,066	788	0.89%	109	957	10.23%	89.77%	3.78%	13.79%	5.09%	5.88	2.09
Total	125,733	88,770	100.00%	9,827	115,906	7.82%	92.18%	2.85%	13.44%	4.87%	5.13	1.44

occra

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

Created Date: 07/15/2025

Date:

202504

Program Type:

All

Job Title:

All

Teacher Age Group:

All

Education:

All

TEACH Status:

All

202506

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)
9,827	115,906	3.99	5.80	14.00	15.20

● Leaver % ● Stayer %

92.18%

● Leaver ● Stayer

Administrator/Director	40	1,759
Assistant Teacher	3,399	26,202
Floater	1,686	10,751
Lead Teacher	1,997	26,396
Substitute	873	13,102
	1	0

Worker Status: ● Leaver ● Stayer

Administrator/Dir...	8.40	7.33
Assistant Teacher	2.91	3.78
Floater	2.60	3.28
Lead Teacher	5.56	7.24
Substitute	4.35	4.54
Administrator on ...	11.51	12.47
Assistant Teacher...	8.32	9.87
Career Tech High ...	0.42	

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

11,991

10,263

15,682

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

	Leaver				Stayer			
Administrator/Director	25%		75%				84%	
Assistant Teacher	45%		29%		37%	29%	23%	
Floater	45%		25%		41%	24%		
Lead Teacher	32%		30%	30%	25%	26%	42%	
Substitute	25%		38%	22%	31%		29%	

Powered by NEW SYSTEMS > ETHIC | NSE Collective Analytics

DATA & REVIEW DRAFT 6/30/2025

Page 04 of 12



Date:	202504	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202506	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

LEAVER

7.82%

STAYER

92.18%

AVG ECE DURATION (In Years)

LEAVER

3.99

STAYER

5.80

HOURLY WAGE BANDS (USD)

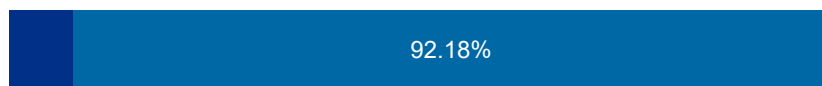
LEAVER (Hourly Wage MED)

14.00

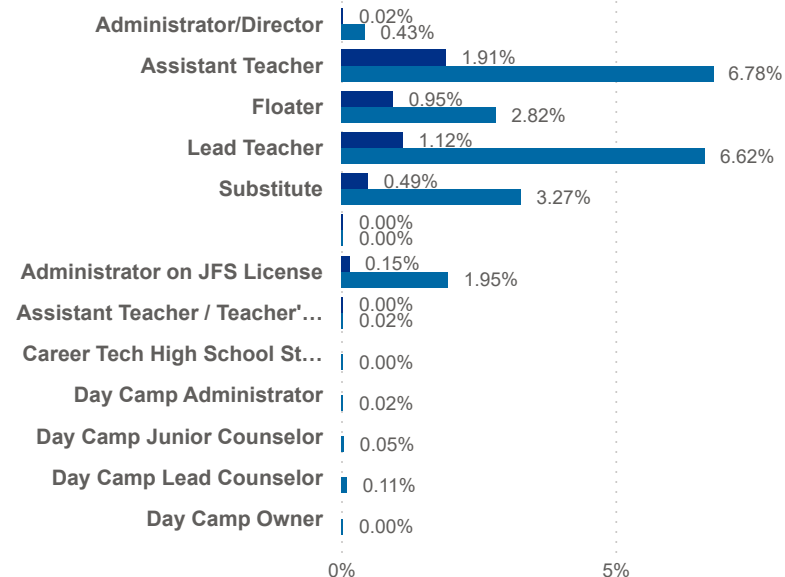
STAYER (Hourly Wage MED)

15.20

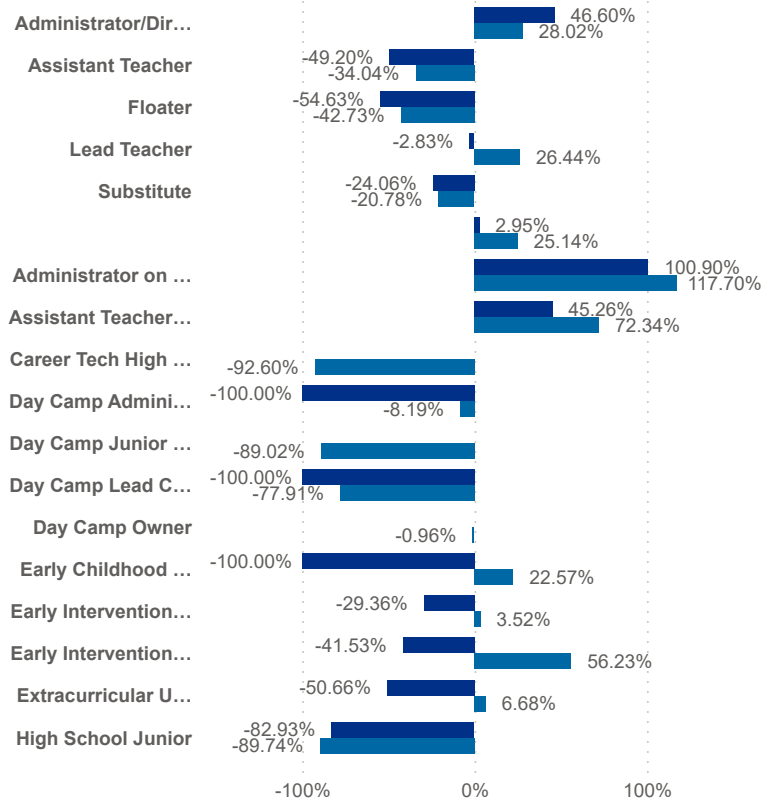
● Leaver % ● Stayer %



Worker Status: ● Leaver ● Stayer



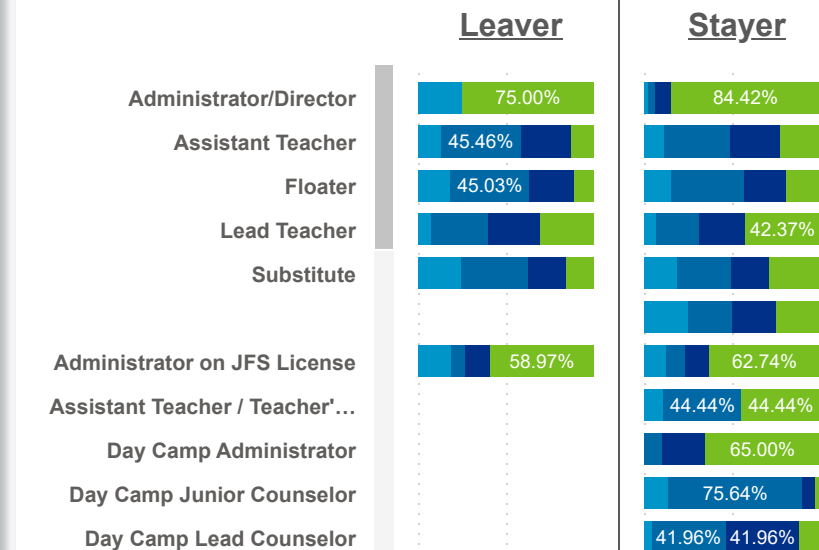
Worker Status: ● Leaver ● Stayer



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



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



Date:202504

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202506

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

SDA>County:All

SUTQ Rating:All

Total Duration:100.00

Center Type:All

Publicly Funded:All

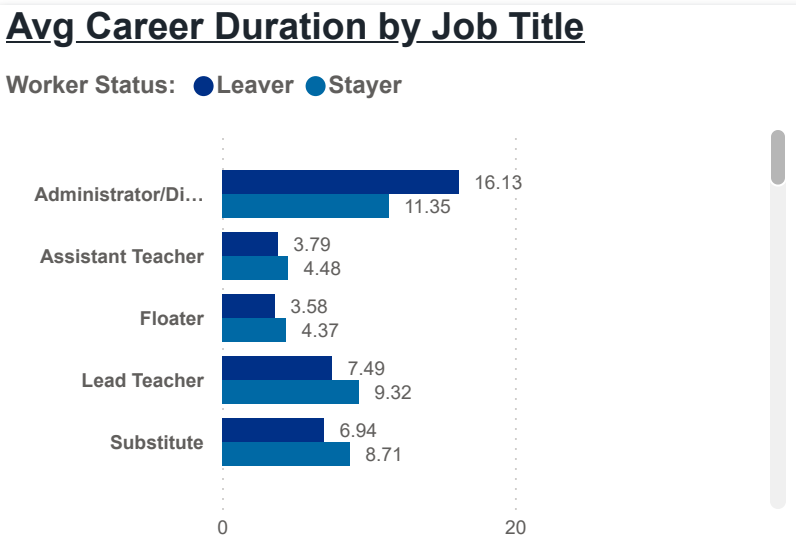
POWER Levels:All

LEAVER (Avg Career Duration)

5.86

STAYER (Avg Career Duration)

9.73



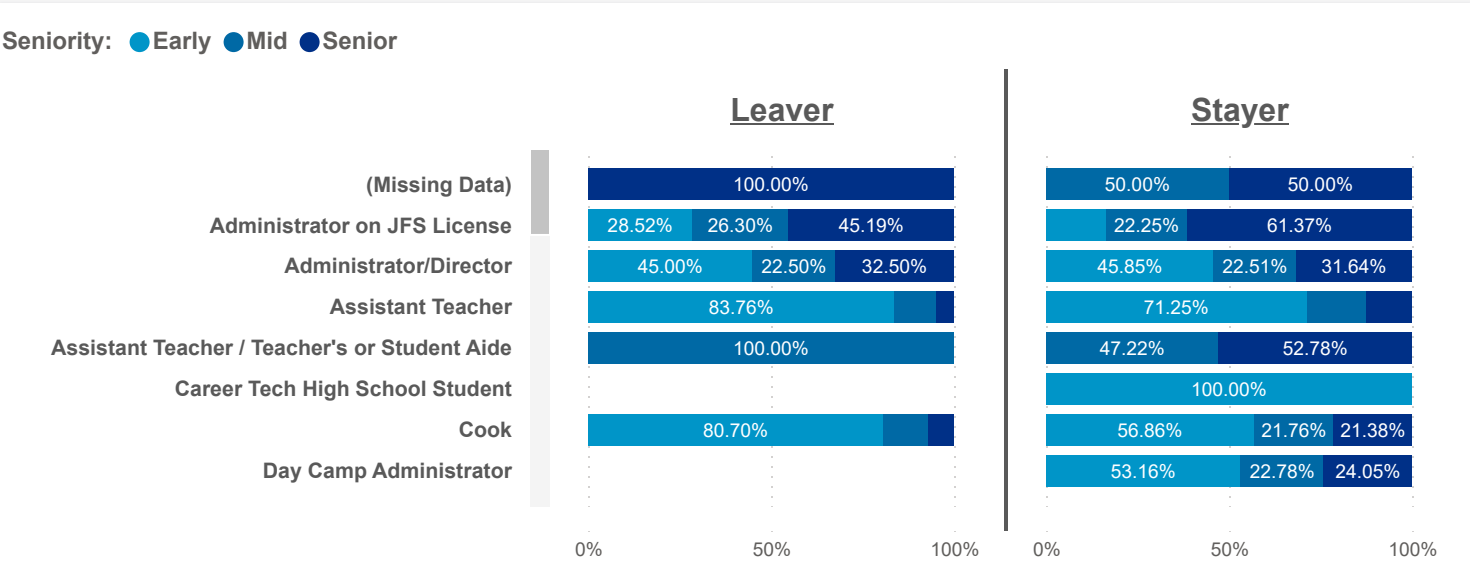
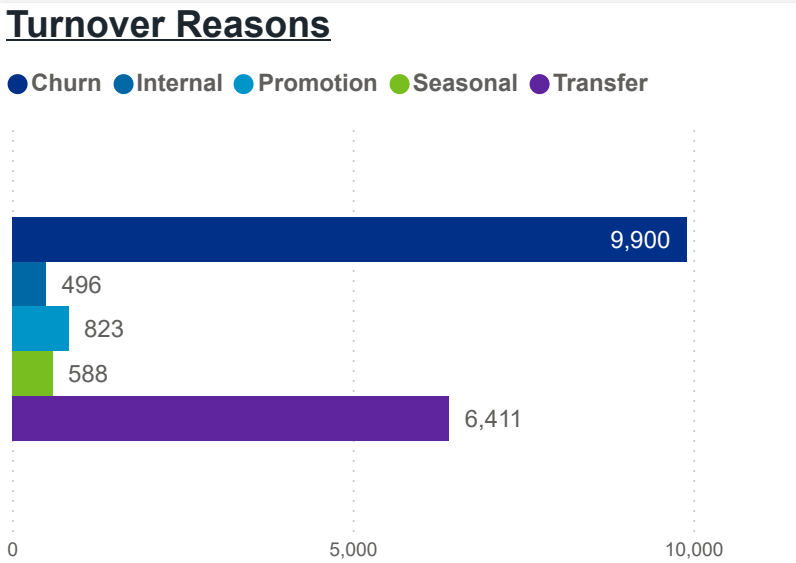
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (Mean)
Adams	Administrator/Director	2.48		Early	6.17	2.7
Allen	Administrator/Director	3.75		Early	20.25	0.0
Ashland	Administrator/Director	3.02		Early	13.60	1.5
Ashtabula	Administrator/Director	2.84		Early	8.50	2.5
Athens	Administrator/Director	3.91		Early	6.29	1.8
Auglaize	Administrator/Director	1.18		Early	8.22	2.6
Belmont	Administrator/Director	2.37		Early	4.78	2.0
Brown	Administrator/Director	2.75		Early	4.36	2.6
Butler	Administrator/Director	1.84		Early	5.34	2.3
Carroll	Administrator/Director	2.22		Early	8.67	3.0

TOTAL STAYER

115,906

STAYER (Promotion)

823



Date:202504

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202506

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

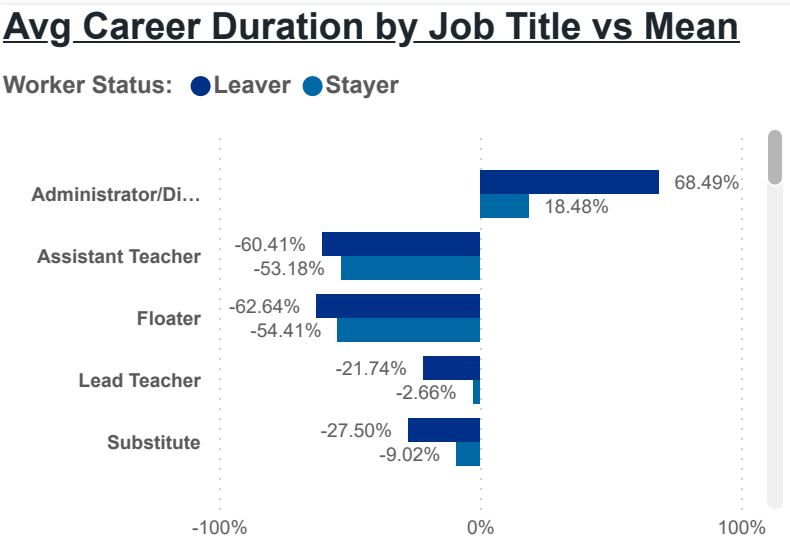
POWER Levels:All

LEAVER (Avg Career Duration)

5.86

STAYER (Avg Career Duration)

9.73



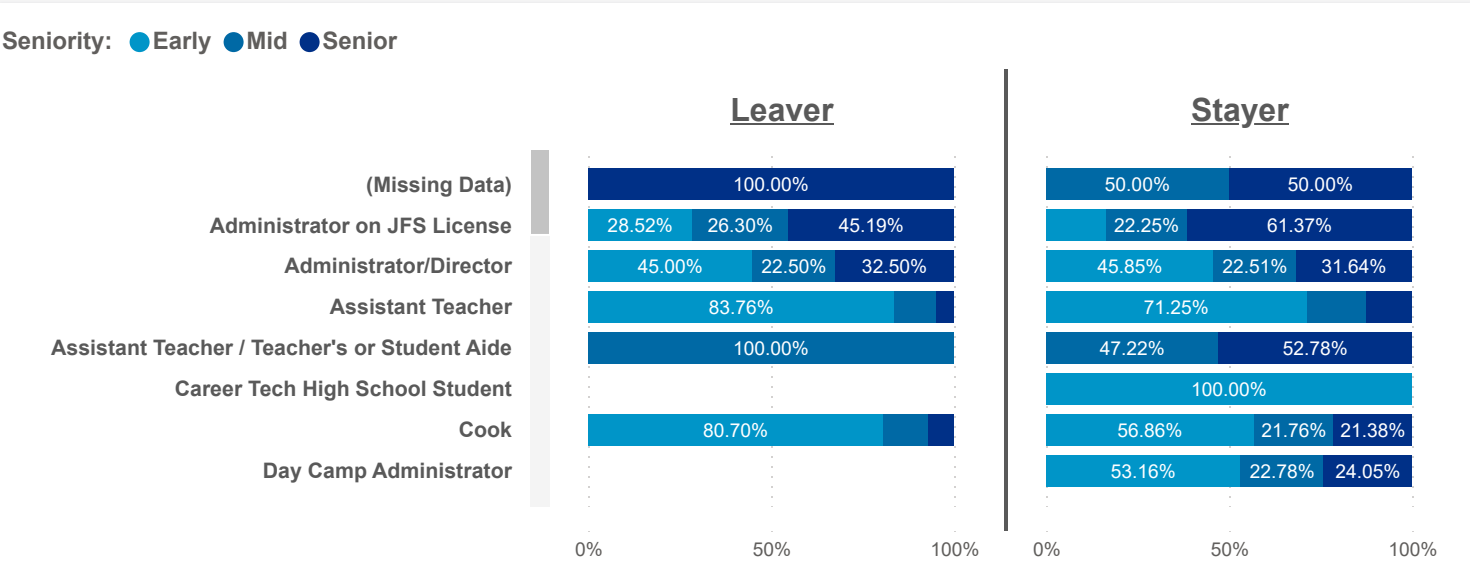
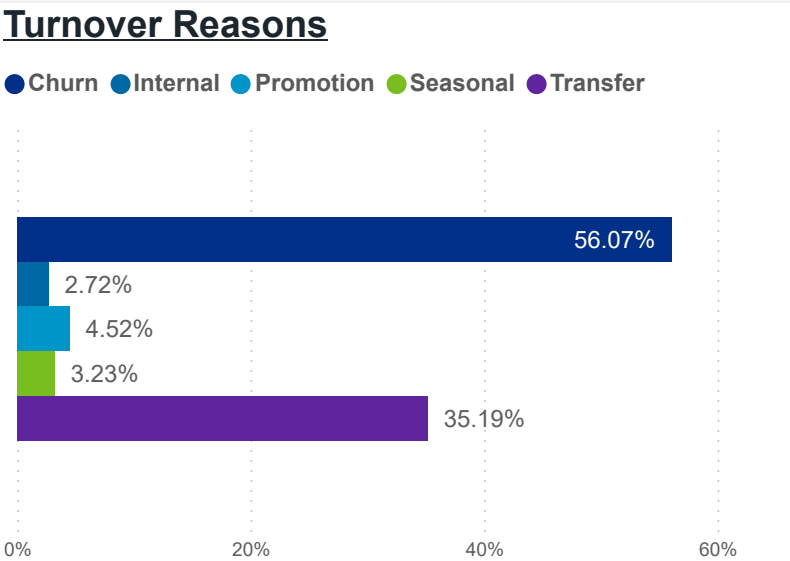
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating (mean)
Lucas	Substitute	0.00	19.00	Senior	11.21	0.0
Lake	Day Camp Junior Counselor	0.00	13.50	Early	0.00	0.0
Geauga	Extracurricular Used in Ratio	0.00		Senior	5.31	0.0
Summit	High School Junior	0.00	11.50	Early	6.23	0.0
Darke	High School Junior	0.00	12.50	Early		0.0
Clermont	HS Senior or Graduate <18	0.00	15.00	Early	6.52	0.0
Hamilton	Individual Service Provider Used in Ratio	0.00	17.50	Early	4.14	0.0
Warren	Program Management Used in Ratio	0.00	17.50	Early	5.92	3.0
Franklin	Program Management Used in Ratio	0.00	22.00	Early	9.27	0.0
Delaware	Extracurricular Not Used in Ratio	0.00	17.00	Early	2.93	0.0
Adams	Administrator/Director	0.01	12.00	Early	5.94	0.0

TOTAL STAYER

115,906

STAYER (Promotion)

823



occr@

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

Created Date: 07/15/2025

Date:

202504

Program Type:

All

202506

Position Type:

All

Job Title:

All

Teacher Age Group:

All

Education:

All

TEACH Status:

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:

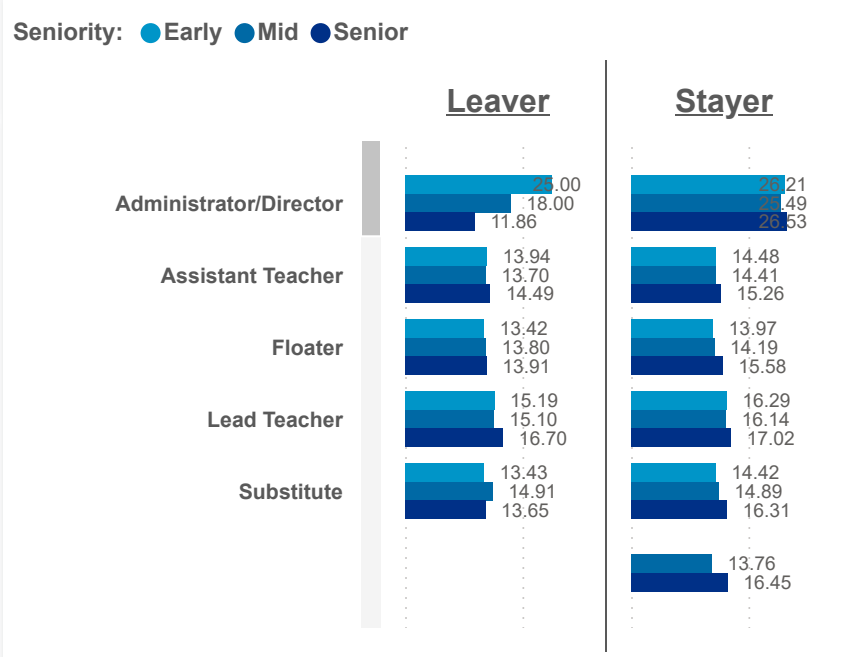
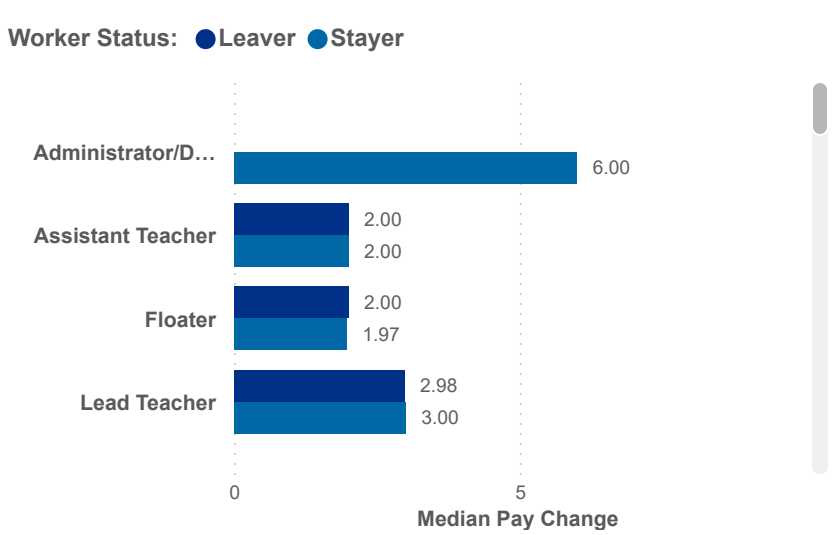
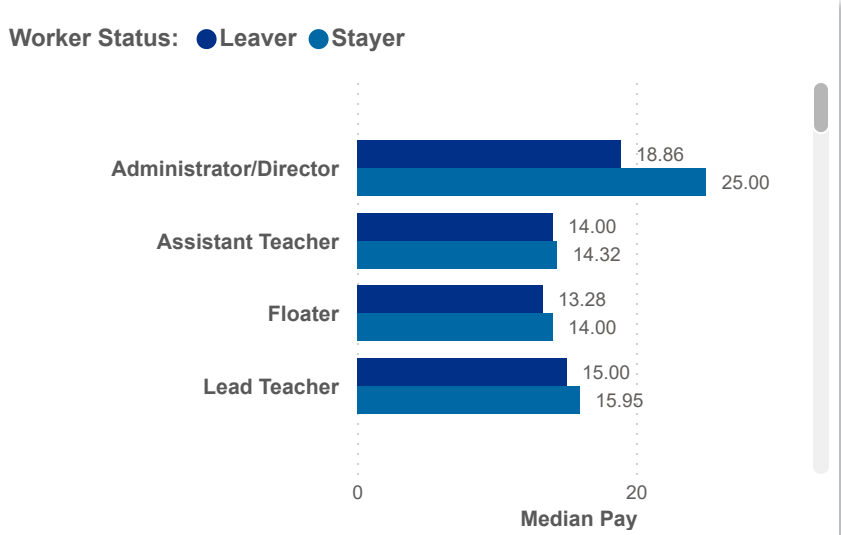
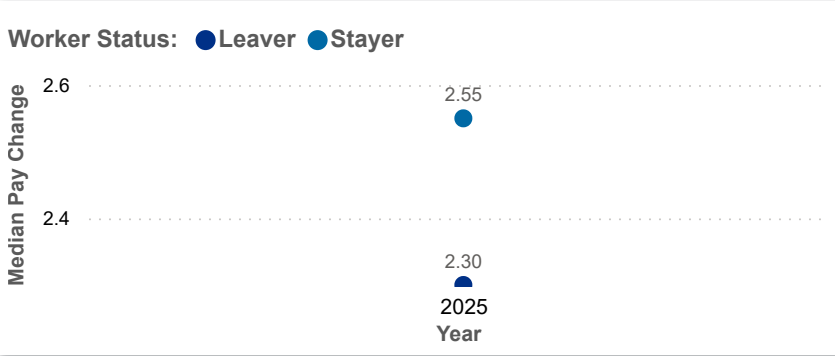
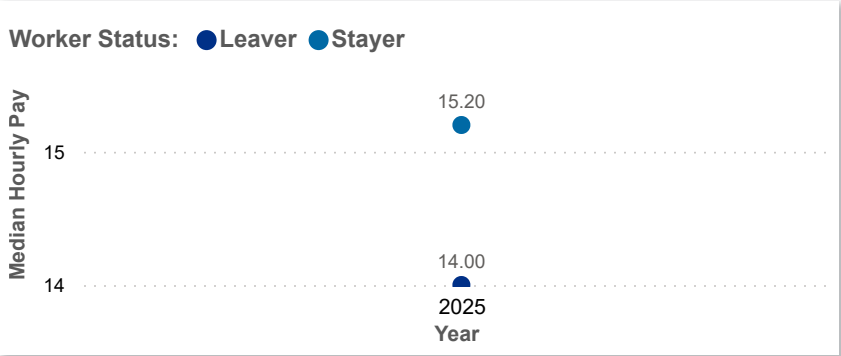
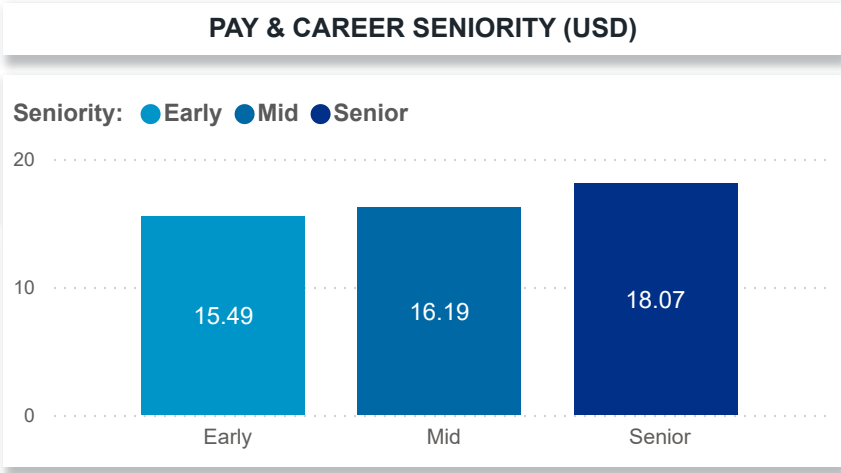
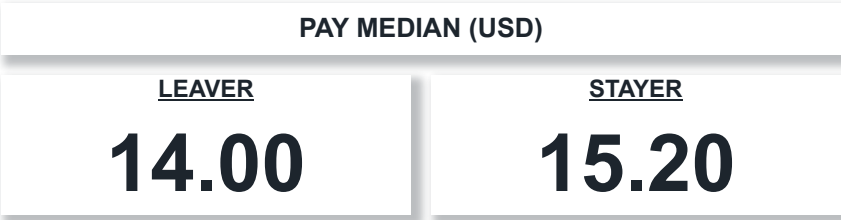
All

Student Age Group:

All

POWER Levels:

All



Date:202504

Program Type:All

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202506

Position Type:All

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

SDA>County:All

Beale Code:All

Student Age Group:All

POWER Levels:All





Date:	202504	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202506	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)

5.13

Workload Median (Leaver)

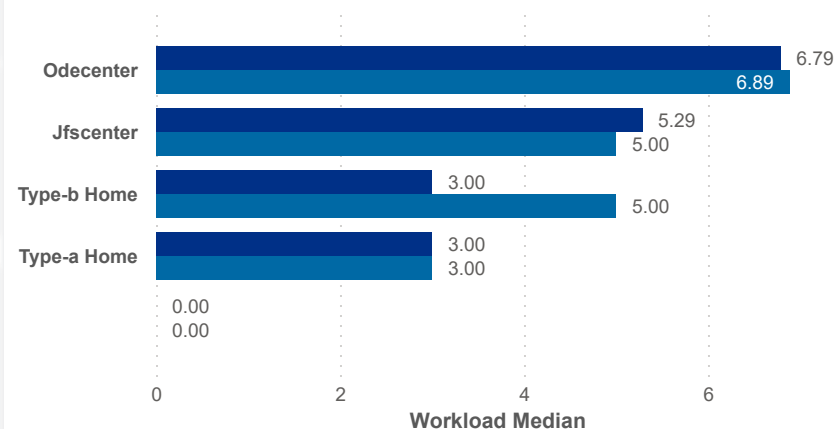
5.36

Workload Median (Stayer)

5.12

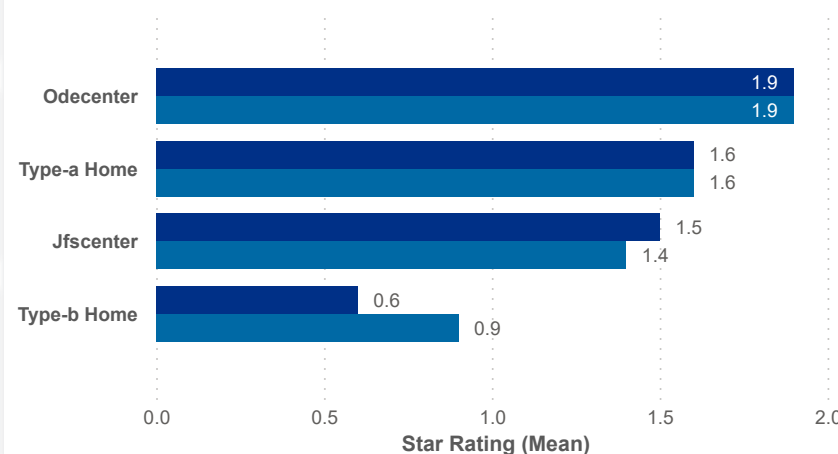
Workload Median

Worker status ● Leaver ● Stayer



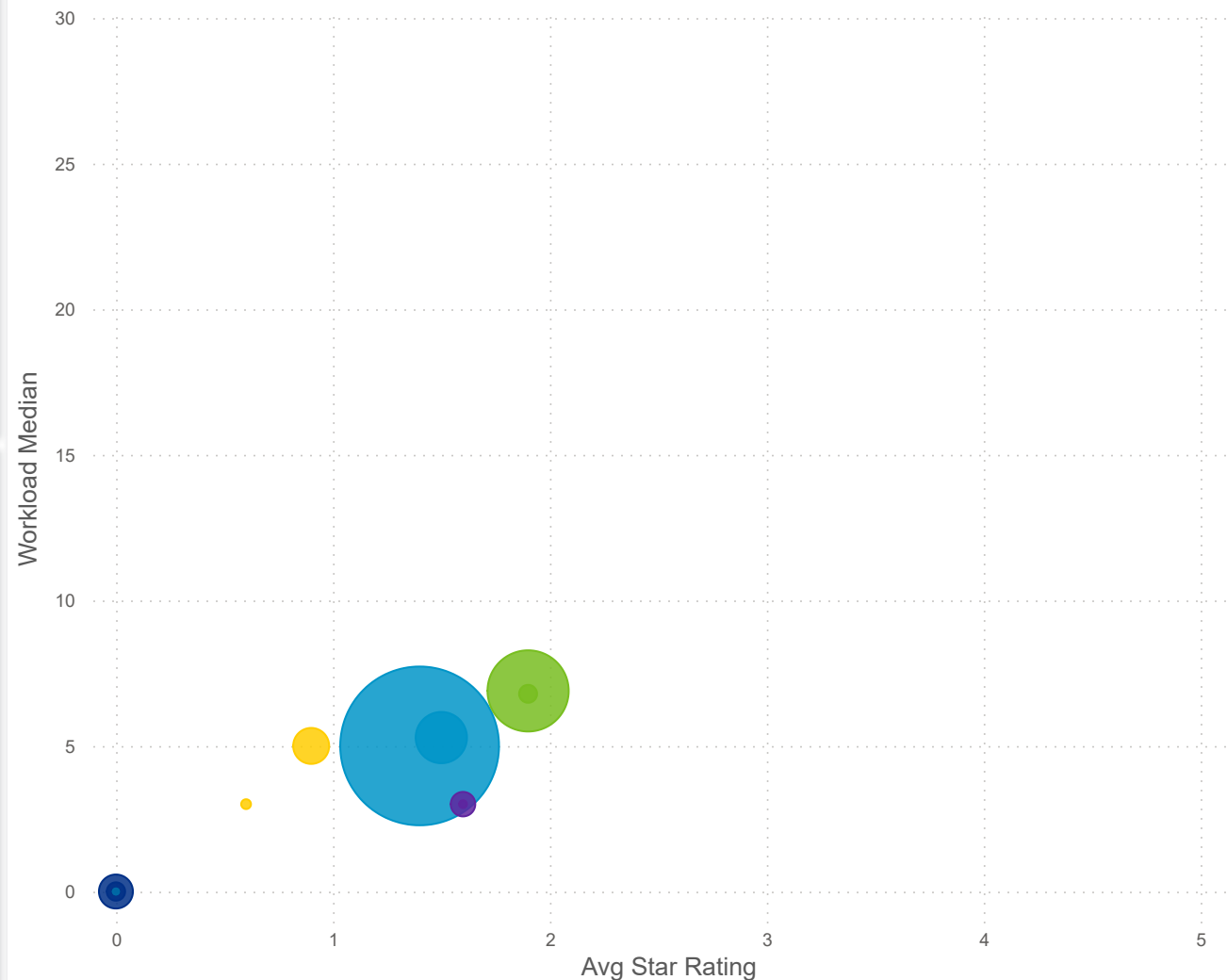
Star Rating Mean

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:	202504	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202506	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)

5.13

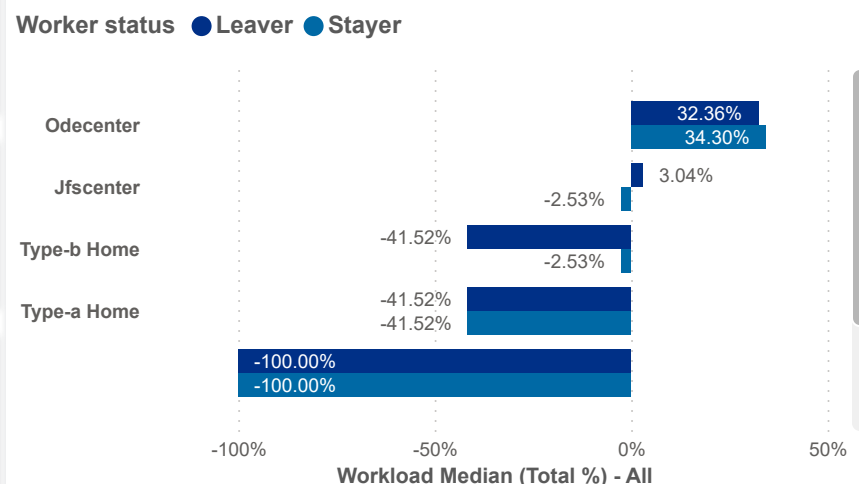
Workload Median (Leaver)

5.36

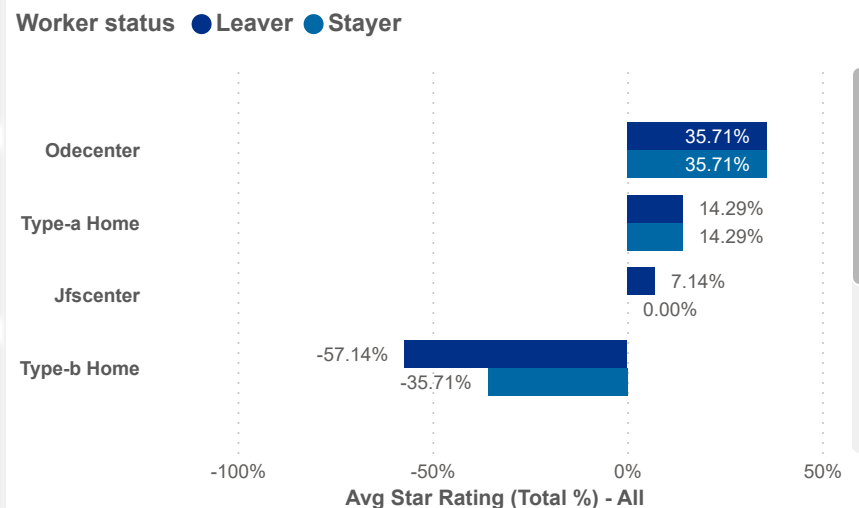
Workload Median (Stayer)

5.12

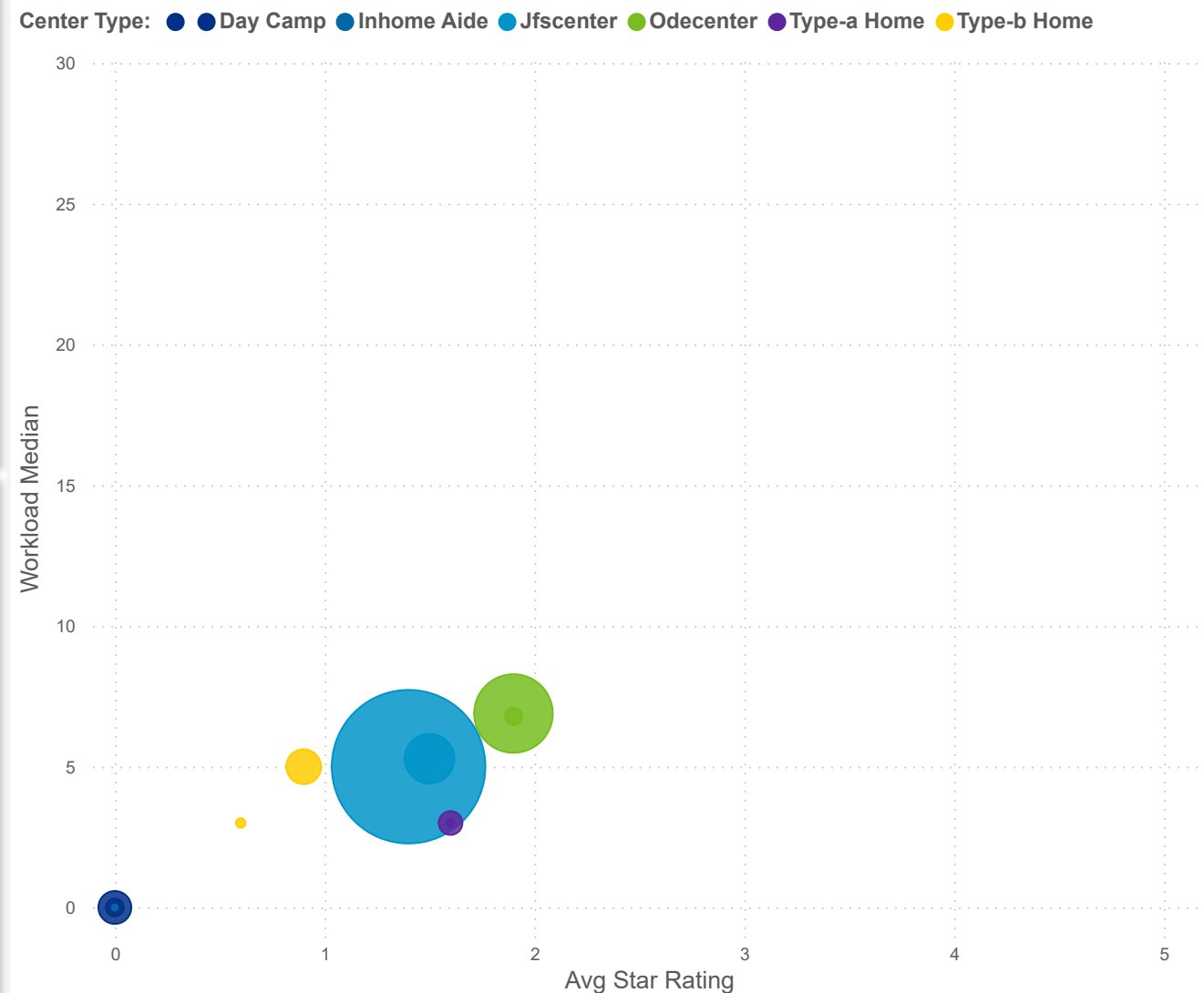
Workload Median (Total %)



Star Rating Mean (Total %)



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





Date:	202504	Program Type:	All	Job Title:	All	Teacher Age Group:	All	Education:	All	TEACH Status:	All
	202506	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

14.77

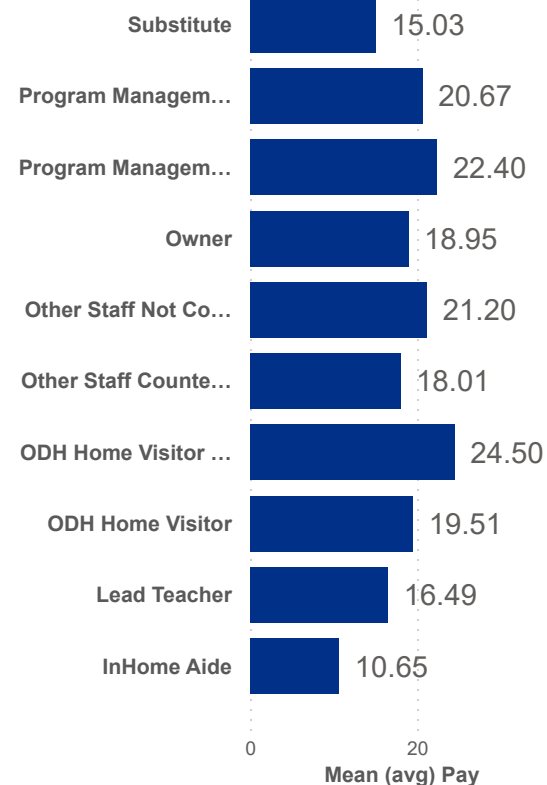
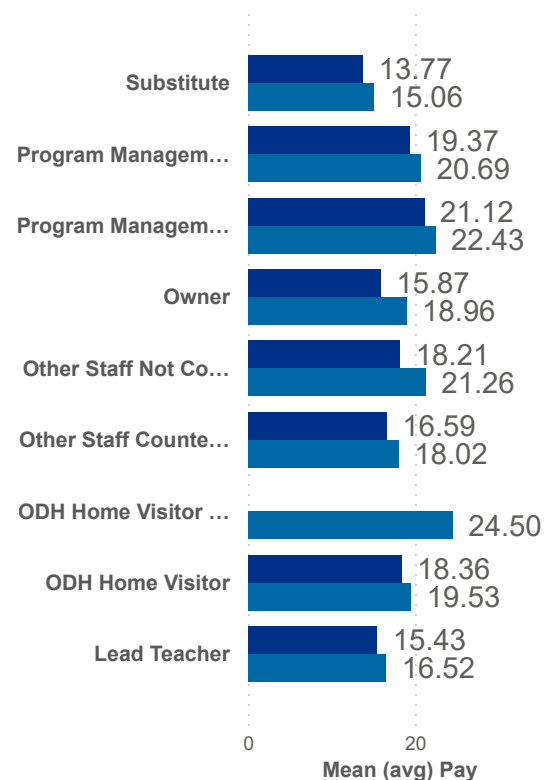
STAYER

16.55

COMBINED

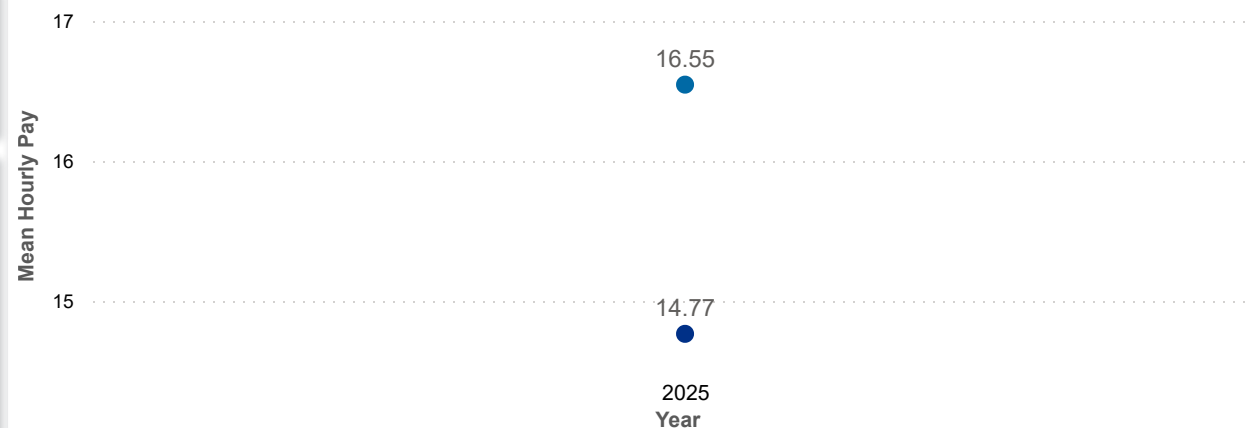
16.50

Worker status ● Leaver ● Stayer



Salary Mean by Year and Worker Status

Worker status ● Leaver ● Stayer



Combined Salary Mean by Year and Worker Status

