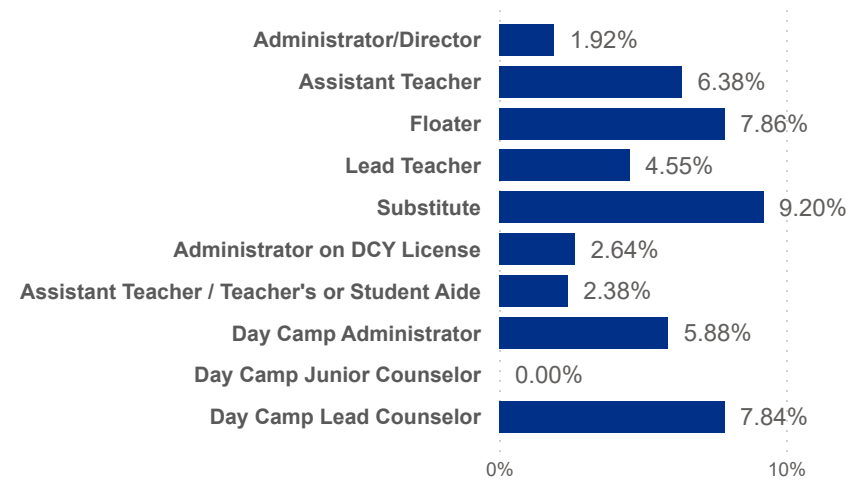




|                   |                                  |                      |                        |                        |                   |
|-------------------|----------------------------------|----------------------|------------------------|------------------------|-------------------|
| Date: 202604      | Program Type: Multiple select... | Job Title: All       | Teacher Age Group: All | Education: All         | TEACH Status: All |
| 202606            | Position Type: All               |                      |                        | Credential: All        | TEACH Models: All |
| SDA>County: SDA 3 | 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

5.98%

### Adjusted Workers

20,568

### Total Leaver

1,688

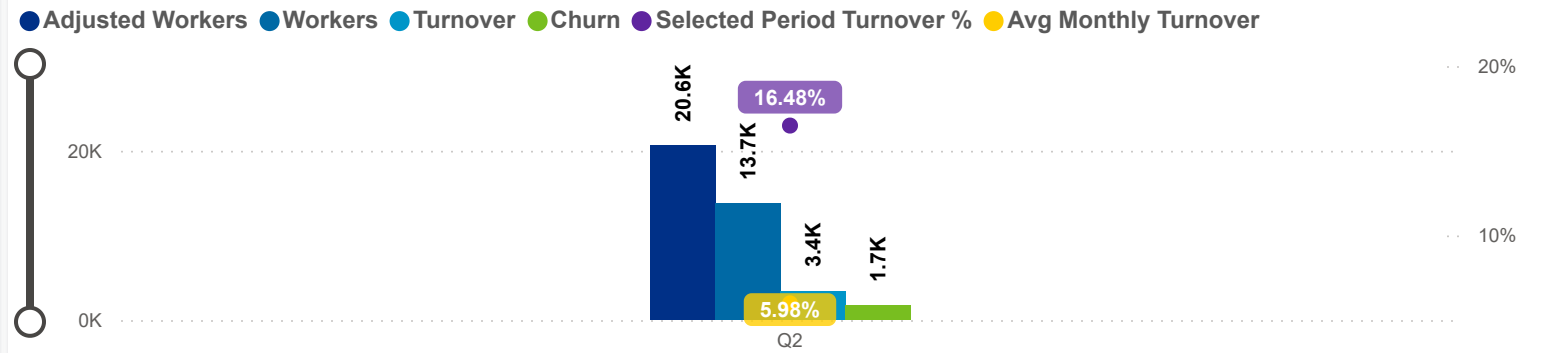
### Total Stayer

18,880

### Sel Period Turnover

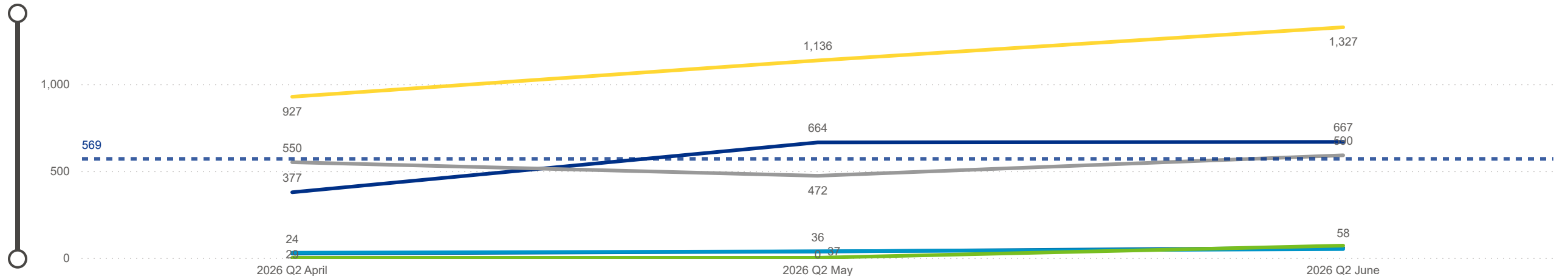
16.48%

## Avg Monthly Turnover and Number of Workers



## Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover



Date:202604

Program Type:Multiple select...

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202606

Position Type:All

Teacher Age Group:All

Education:All

TEACH Models:All

SDA>County:SDA 3

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

POWER Status:All

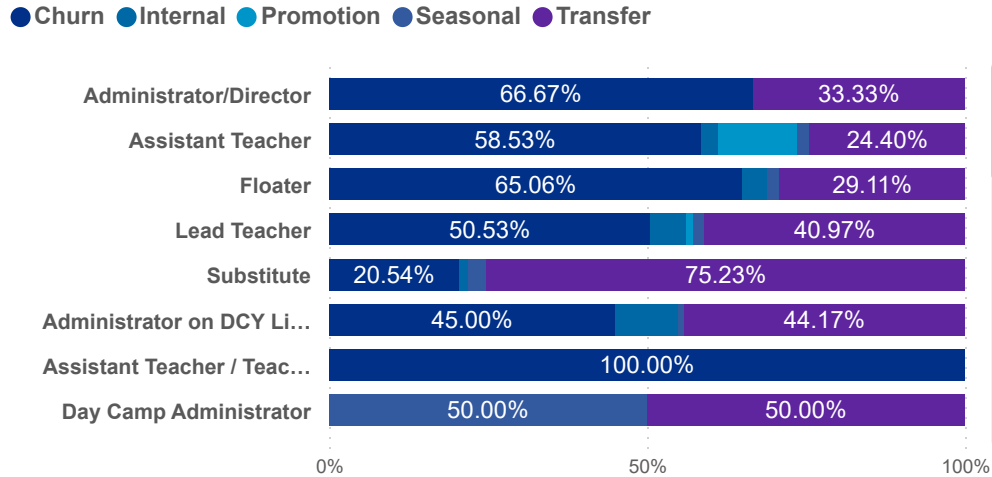
Total Duration:100.00

Beale Code:All

Student Age Group:All

POWER Levels:All

Job Change Reasons by Job Title



Avg Monthly Churn

3.01%

Adjusted Workers

20,568

Workload Median

5.18

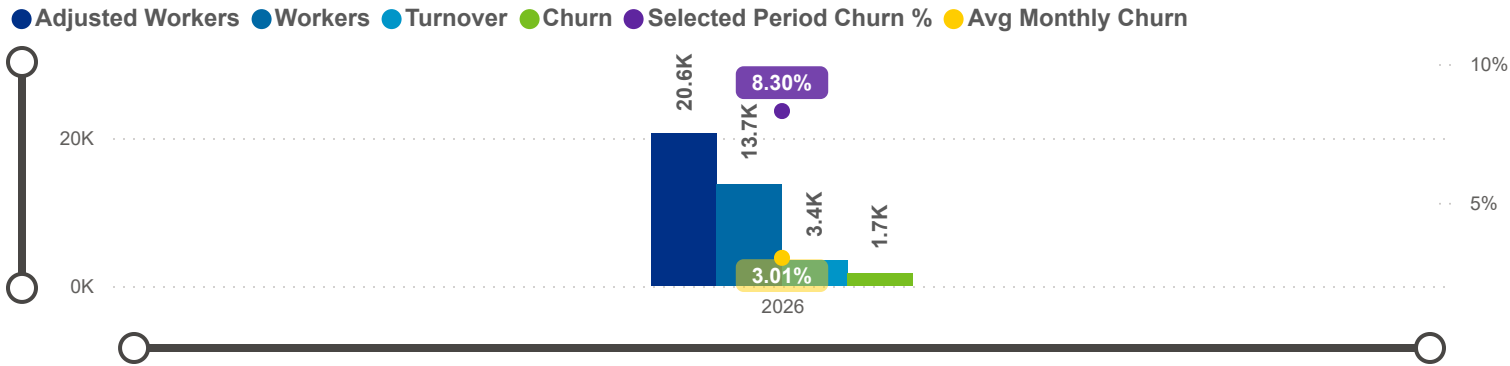
Pay Median USD / hr

16.00

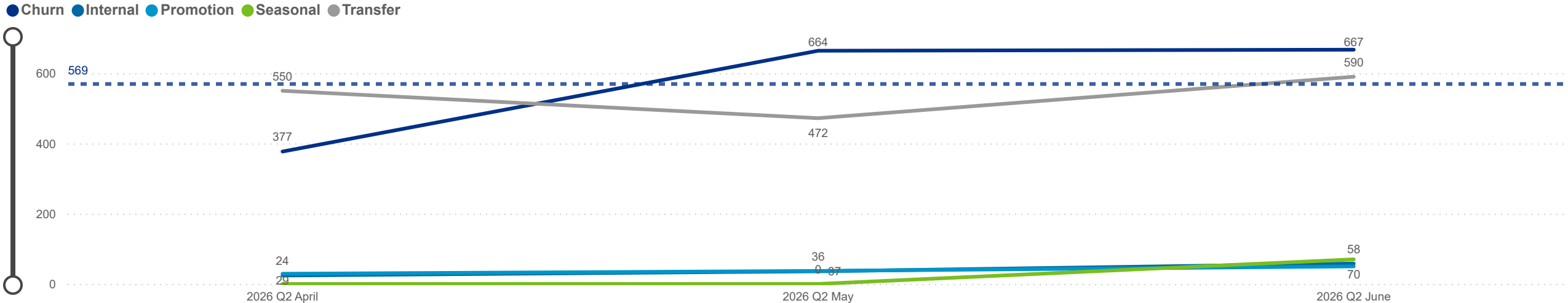
Avg ECE Duration

6.43

Avg Monthly Churn and Number of Workers



Categorization by Time Series



Date:202604

Program Type:Multiple select...

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202606

Position Type:All

Credential:All

TEACH Models:All

SDA>County:SDA 3

SUTQ Rating:All

Total Duration:0.00

Center Type:All

Publicly Funded:All

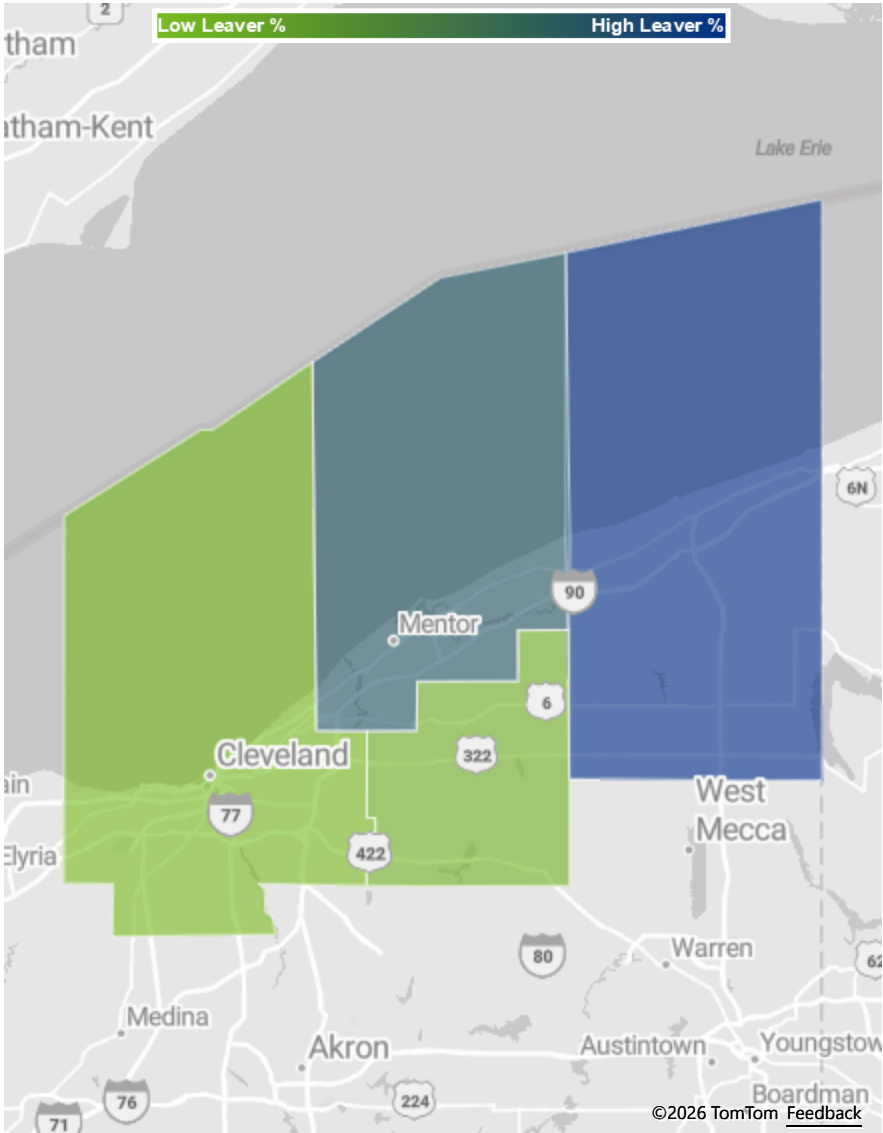
POWER Status:All

100.00

Beale Code:All

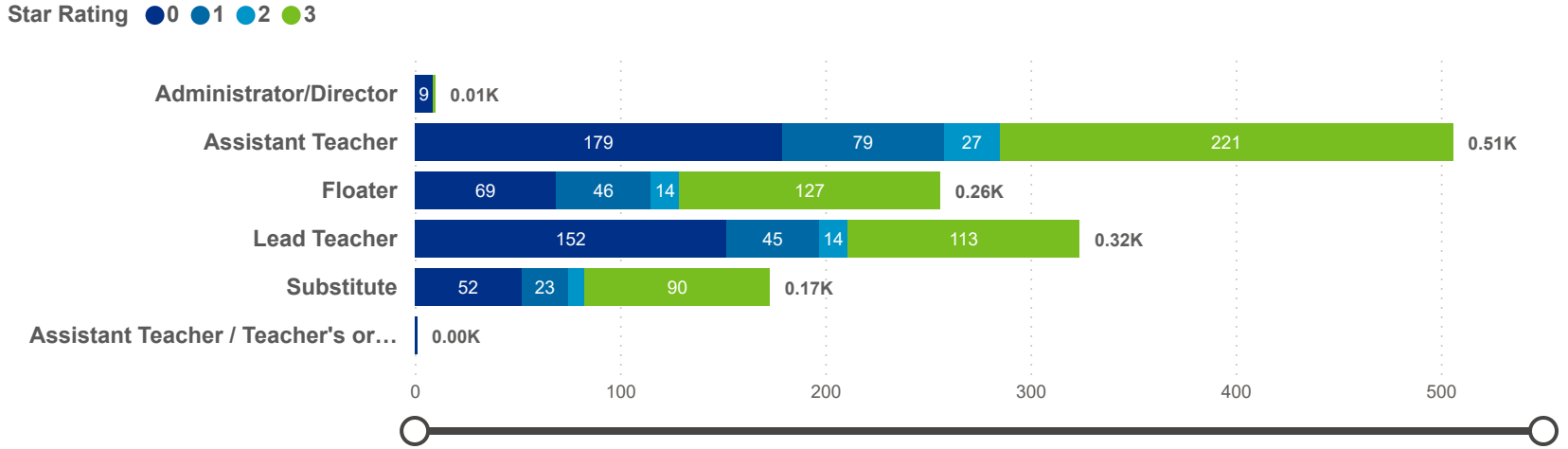
Student Age Group:All

POWER Levels:All



| ADJUSTED WORKERS | TOTAL LEAVER | TOTAL STAYER | SELECTED PERIOD CHURN % |
|------------------|--------------|--------------|-------------------------|
| 20,568           | 1,688        | 18,880       | 8.21%                   |

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 |
|--------------|------------------|---------|-----------|--------------|--------------|-------------------------|----------|-------------------|----------------------------|----------------------|-----------------|-----------------|
| Ashtabula OH | 807              | 577     | 4.20%     | 76           | 731          | 9.42%                   | 90.58%   | 3.37%             | 12.76%                     | 4.57%                | 4.91            | 2.05            |
| Cuyahoga OH  | 17,025           | 11,316  | 82.33%    | 1,372        | 15,653       | 8.06%                   | 91.94%   | 2.97%             | 17.09%                     | 6.21%                | 5.05            | 1.59            |
| Lake OH      | 1,939            | 1,479   | 10.76%    | 175          | 1,764        | 9.03%                   | 90.97%   | 3.29%             | 14.39%                     | 5.22%                | 6.00            | 1.48            |
| Geauga OH    | 800              | 581     | 4.23%     | 65           | 735          | 8.13%                   | 91.88%   | 2.91%             | 12.38%                     | 4.43%                | 5.48            | 1.23            |
| Total        | 20,568           | 13,745  | 100.00%   | 1,688        | 18,880       | 8.21%                   | 91.79%   | 3.01%             | 16.48%                     | 5.98%                | 5.18            | 1.59            |



| NUMBER OF WORKERS   |                     | AVG ECE DURATION (In Years) |               | HOURLY WAGE BANDS (USD)         |                                 |
|---------------------|---------------------|-----------------------------|---------------|---------------------------------|---------------------------------|
| <u>TOTAL LEAVER</u> | <u>TOTAL STAYER</u> | <u>LEAVER</u>               | <u>STAYER</u> | <u>LEAVER (Hourly Wage MED)</u> | <u>STAYER (Hourly Wage MED)</u> |
| 1,688               | 18,880              |                             |               |                                 |                                 |
|                     |                     |                             |               |                                 |                                 |
|                     |                     |                             |               |                                 |                                 |

202604

Program Type: Multiple select...

Date: 202606

Position Type: All

Job Title: All

Teacher Age Group: All

Education: All

Credential: All

TEACH Status: All

TEACH Models: All

SDA>County: SDA 3

SUTQ Rating: All

Total Duration: 0.00

Center Type: All

Publicly Funded: All

POWER Status: All

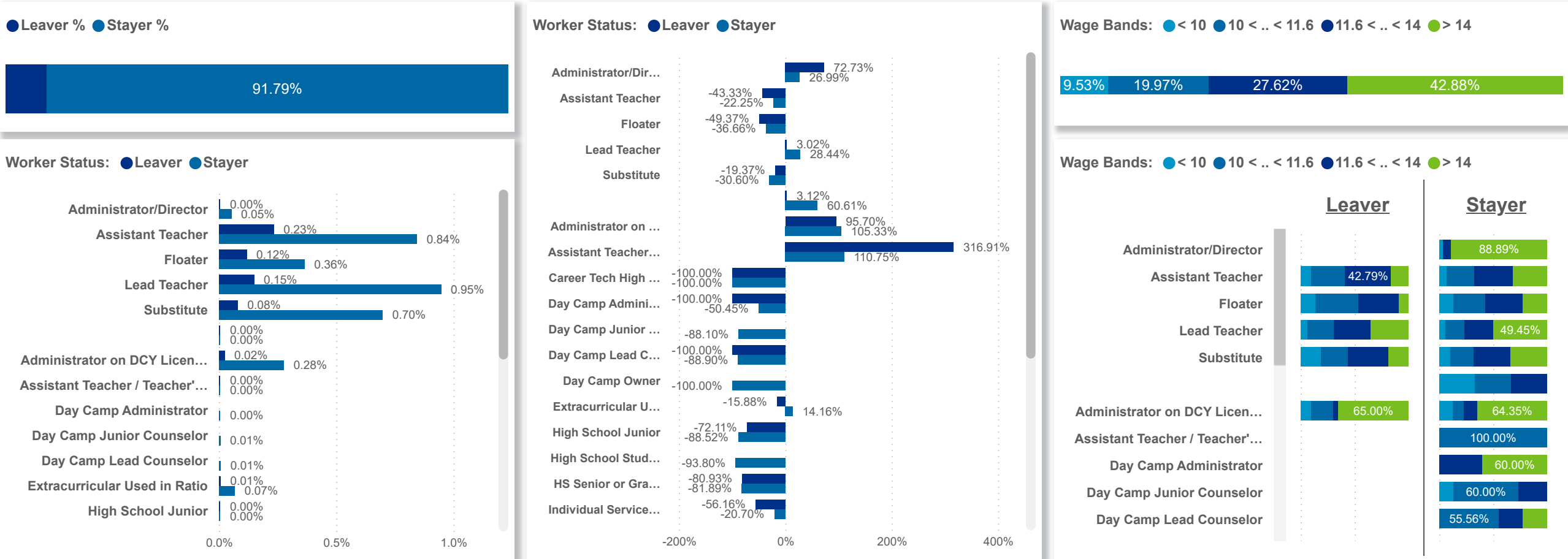
100.00

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) |
| 8.21%             | 91.79% | 4.66                        | 6.50   | 15.00                    | 16.00                    |



Date:202604

Program Type:Multiple select...

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202606

Position Type:All

Teacher Age Group:All

Credential:All

TEACH Models:All

SDA>County:SDA 3

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

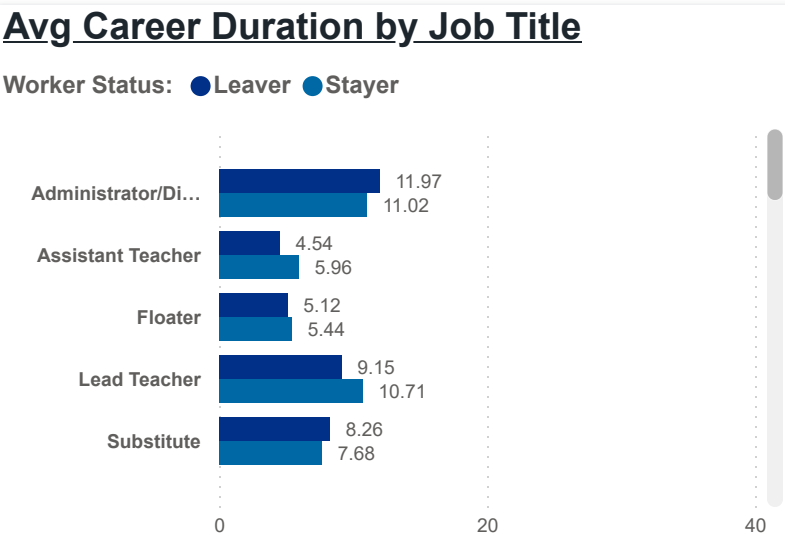
POWER Levels:All

LEAVER (Avg Career Duration)

6.75

STAYER (Avg Career Duration)

10.73



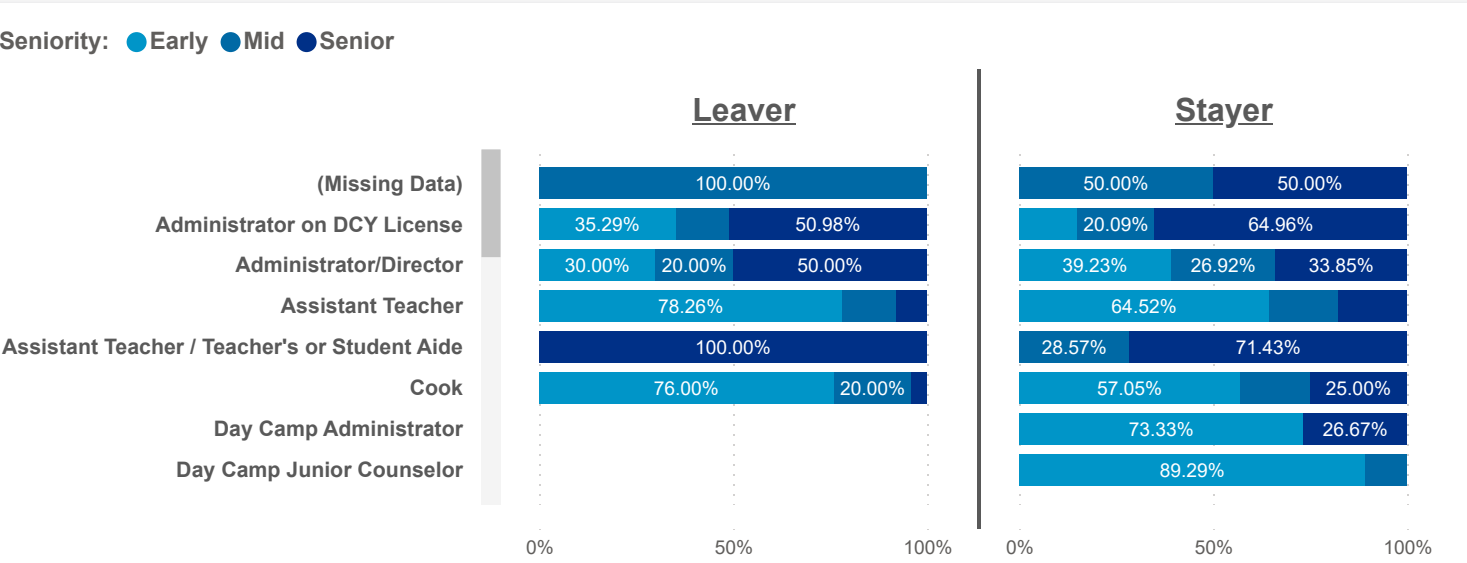
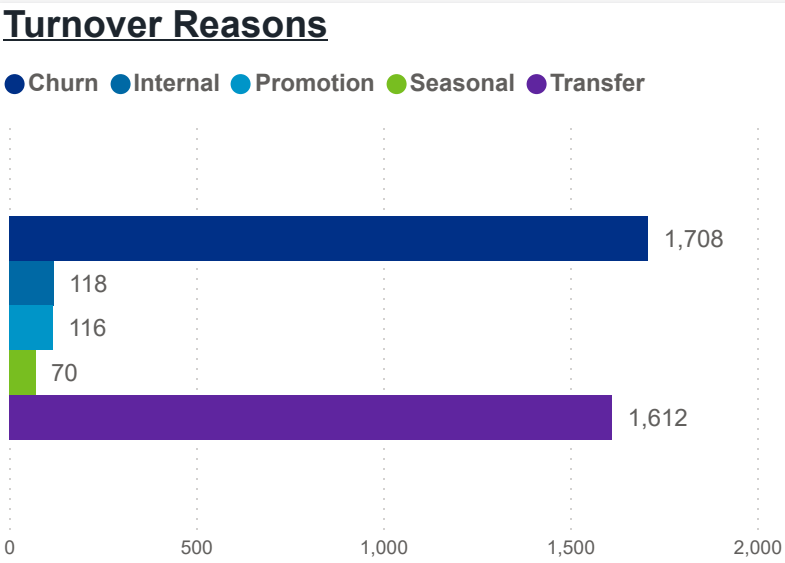
| County    | Job Title              | Longest Serving Profile | \$ / hr | Seniority | Workload | Star Rating (Me |
|-----------|------------------------|-------------------------|---------|-----------|----------|-----------------|
| Ashtabula | Administrator/Director | 2.58                    |         | Early     | 7.67     |                 |
| Cuyahoga  | Administrator/Director | 2.10                    |         | Early     | 9.17     |                 |
| Geauga    | Administrator/Director | 1.49                    |         | Early     | 6.32     |                 |
| Lake      | Administrator/Director | 1.65                    |         | Early     | 8.33     |                 |
| Cuyahoga  | Administrator/Director | 3.69                    | 15.00   | Early     | 3.40     |                 |
| Cuyahoga  | Administrator/Director | 3.83                    | 21.64   | Early     | 6.62     |                 |
| Cuyahoga  | Administrator/Director | 3.55                    | 22.00   | Early     | 8.50     |                 |
| Geauga    | Administrator/Director | 3.76                    | 30.50   | Early     | 10.71    |                 |
| Geauga    | Administrator/Director | 2.75                    | 35.00   | Early     | 2.57     |                 |
| Lake      | Administrator/Director | 2.75                    | 35.00   | Early     | 5.17     |                 |
| Lake      | Administrator/Director | 2.75                    | 40.00   | Early     | 5.17     |                 |

TOTAL STAYER

18,880

STAYER (Promotion)

116



Date:202604

Program Type:Multiple select...

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202606

Position Type:All

Credential:All

TEACH Models:All

SDA>County:SDA 3

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)

6.75

STAYER (Avg Career Duration)

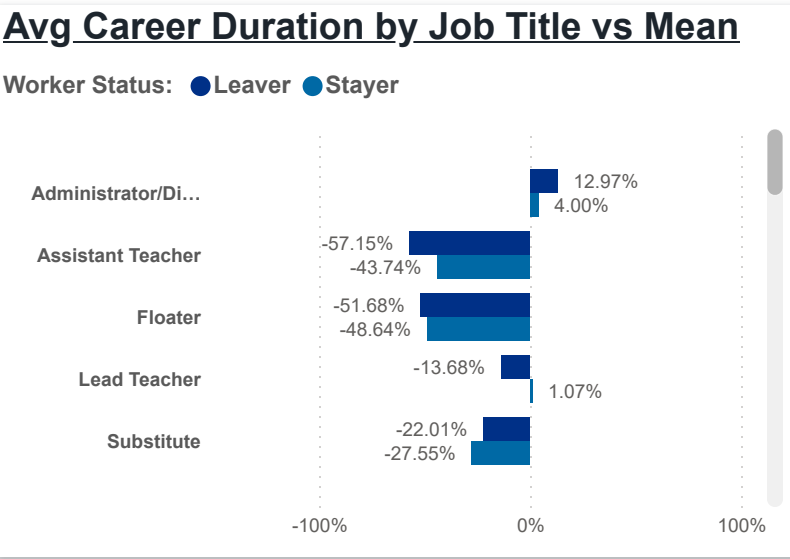
10.73

TOTAL STAYER

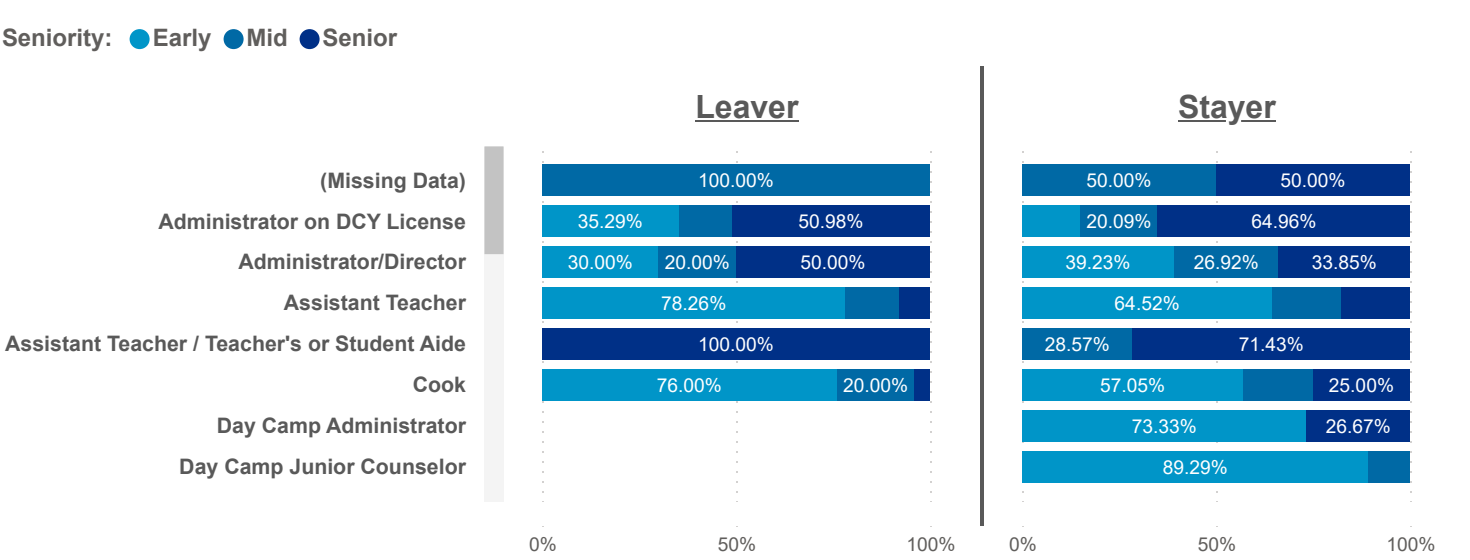
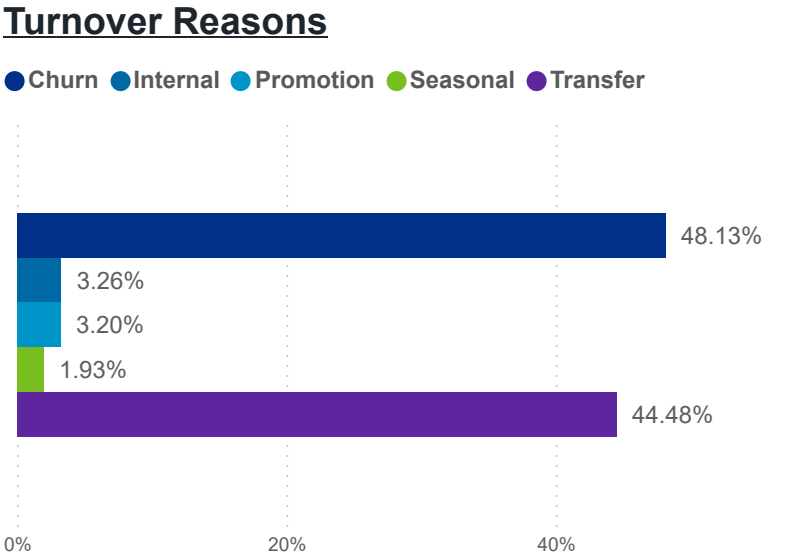
18,880

STAYER (Promotion)

116



| County    | Job Title                     | Longest Serving Profile | \$ / hr | Seniority | Workload | Star Rating (mean) |
|-----------|-------------------------------|-------------------------|---------|-----------|----------|--------------------|
| Lake      | Floater                       | 0.00                    | 14.45   | Early     | 4.35     | 3.0                |
| Cuyahoga  | Floater                       | 0.00                    | 20.08   | Mid       | 3.76     | 0.0                |
| Lake      | Lead Teacher                  | 0.00                    | 15.20   | Early     | 4.35     | 3.0                |
| Geauga    | Administrator on DCY License  | 0.00                    | 21.75   | Mid       | 7.04     | 3.0                |
| Cuyahoga  | Day Camp Administrator        | 0.00                    | 18.00   | Early     | 0.00     | 0.0                |
| Cuyahoga  | Day Camp Lead Counselor       | 0.00                    | 23.00   | Early     | 0.00     | 0.0                |
| Geauga    | Extracurricular Used in Ratio | 0.00                    | 24.45   | Senior    | 1.82     | 3.0                |
| Lake      | Extracurricular Used in Ratio | 0.00                    | 24.45   | Senior    | 3.51     | 3.0                |
| Geauga    | HS Senior or Graduate <18     | 0.00                    | 14.75   | Early     | 3.04     | 3.0                |
| Cuyahoga  | Driver                        | 0.00                    | 19.75   | Early     | 6.33     | 3.0                |
| Ashtabula | Floater                       | 0.01                    | 10.00   | Mid       | 4.59     | 3.0                |



occrri

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

Created Date: 07/22/2026

Date:

202604

Program Type:

Multiple select... ▾

Job Title:

All ▾

Teacher Age Group:

All ▾

Education:

All ▾

TEACH Status:

All ▾

Date:

202606

Position Type:

All ▾

Center Type:

All ▾

Credential:

All ▾

TEACH Models:

All ▾

SDA>County:

SDA 3 ▾

SUTQ Rating:

All ▾

Total Duration:

0.00

Publicly Funded:

All ▾

POWER Status:

All ▾

Total Duration:

100.00

Beale Code:

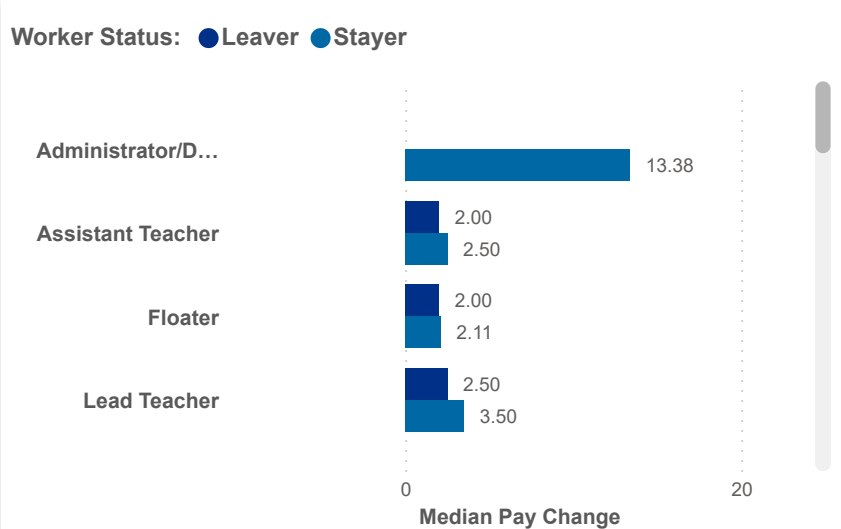
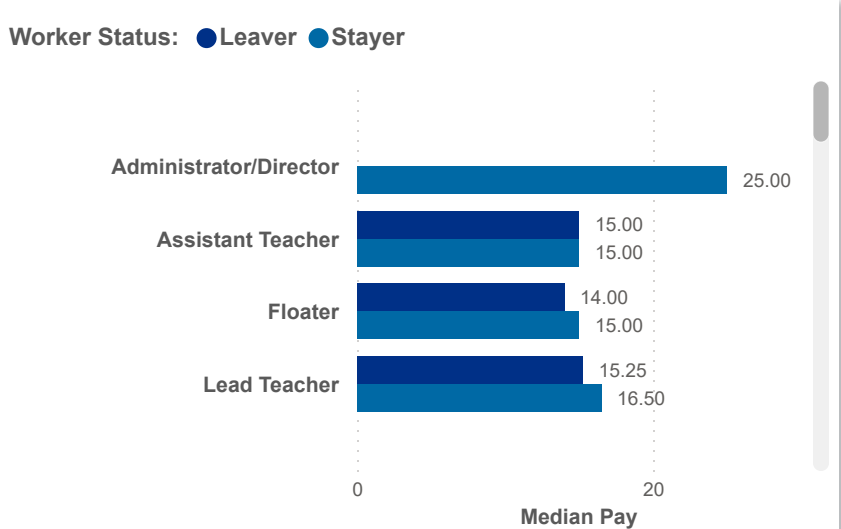
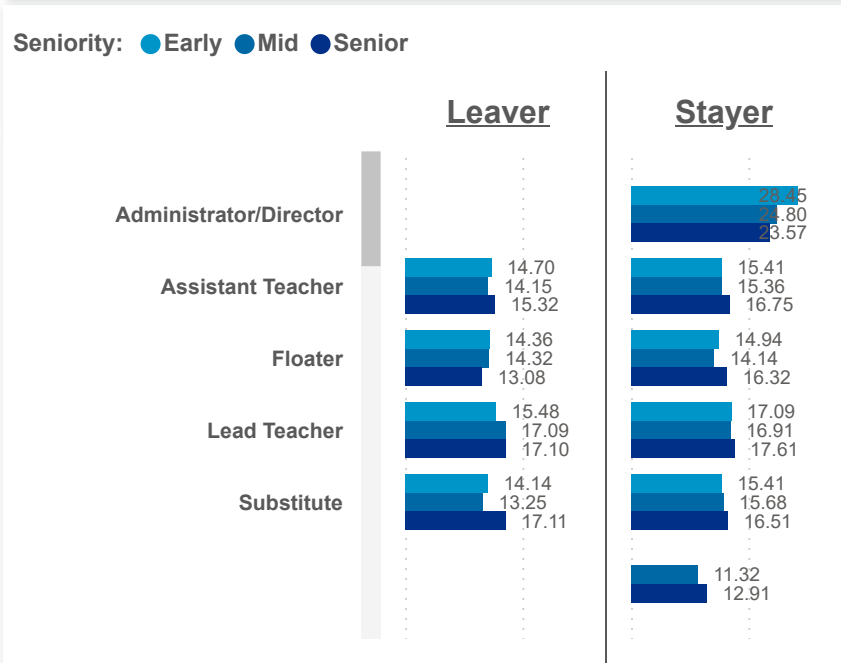
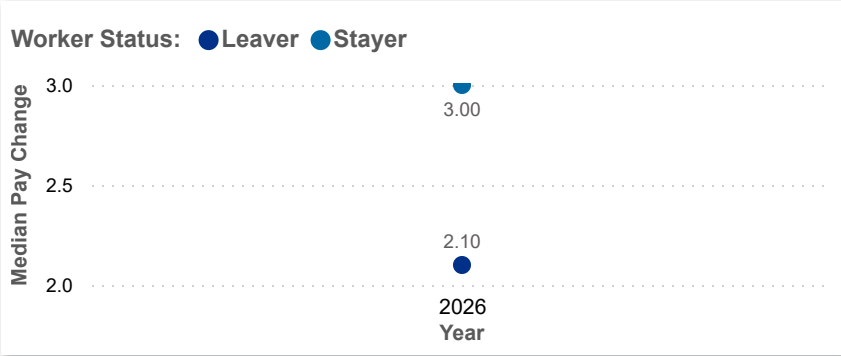
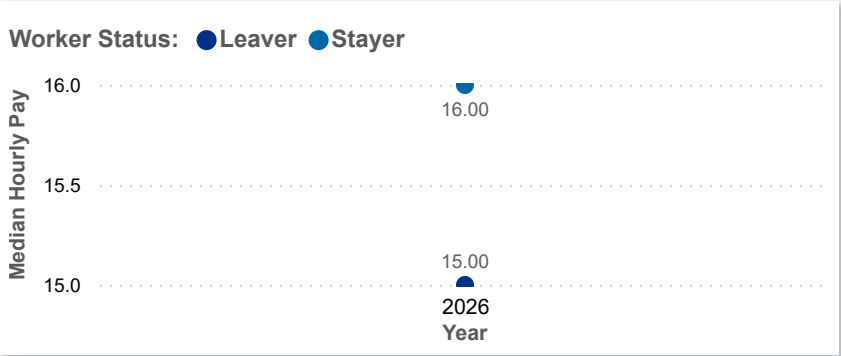
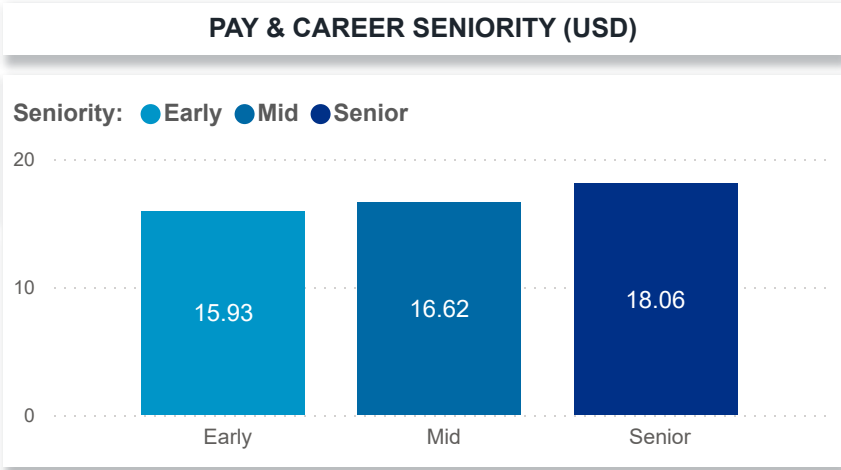
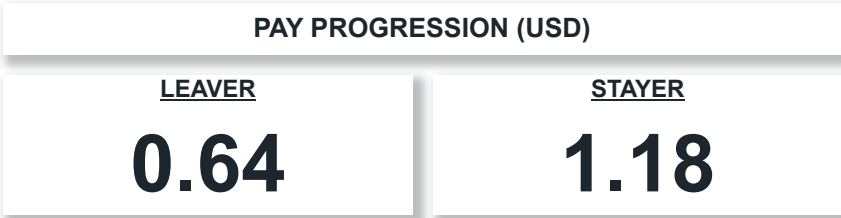
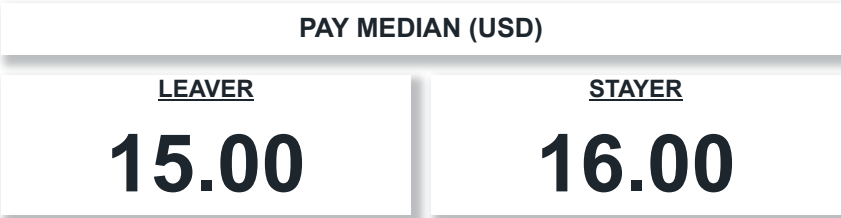
All ▾

Student Age Group:

All ▾

POWER Levels:

All ▾







|             |        |                |                    |            |     |                    |        |              |     |                    |     |
|-------------|--------|----------------|--------------------|------------|-----|--------------------|--------|--------------|-----|--------------------|-----|
| Date:       | 202604 | Program Type:  | Multiple select... | Job Title: | All | Teacher Age Group: | All    | Education:   | All | TEACH Status:      | All |
|             | 202606 | Position Type: | All                |            |     |                    |        | Credential:  | All | TEACH Models:      | All |
| SDA>County: |        | SDA 3          | SUTQ Rating:       |            | All | Total Duration:    | 0.00   | Center Type: | All | Publicly Funded:   | All |
|             |        |                |                    |            |     |                    | 100.00 | Beale Code:  | All | Student Age Group: | All |
|             |        |                |                    |            |     |                    |        |              |     | POWER Status:      | All |
|             |        |                |                    |            |     |                    |        |              |     | POWER Levels:      | All |

## Workload Median (Total)

5.18

## Workload Median (Leaver)

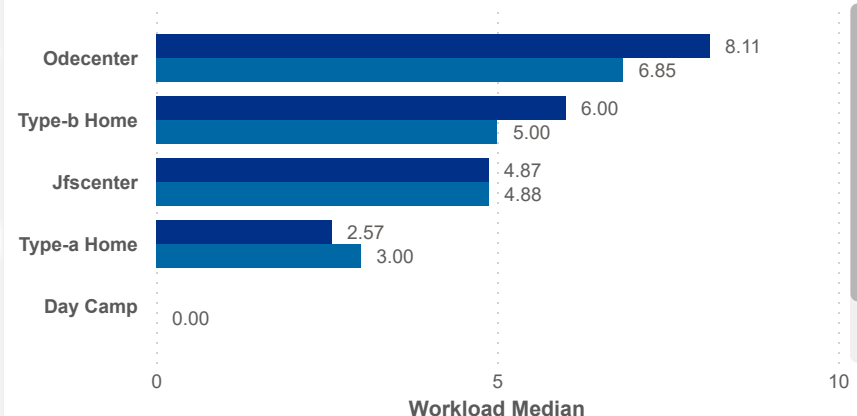
5.00

## Workload Median (Stayer)

5.18

## Workload Median

Worker status ● Leaver ● Stayer



## Star Rating Mean (Total)

1.6

## Star Rating Mean (Leaver)

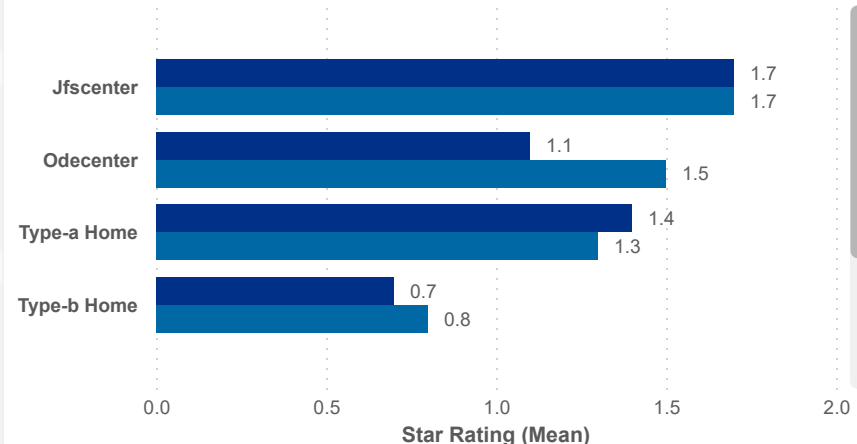
1.6

## Star Rating Mean (Stayer)

1.6

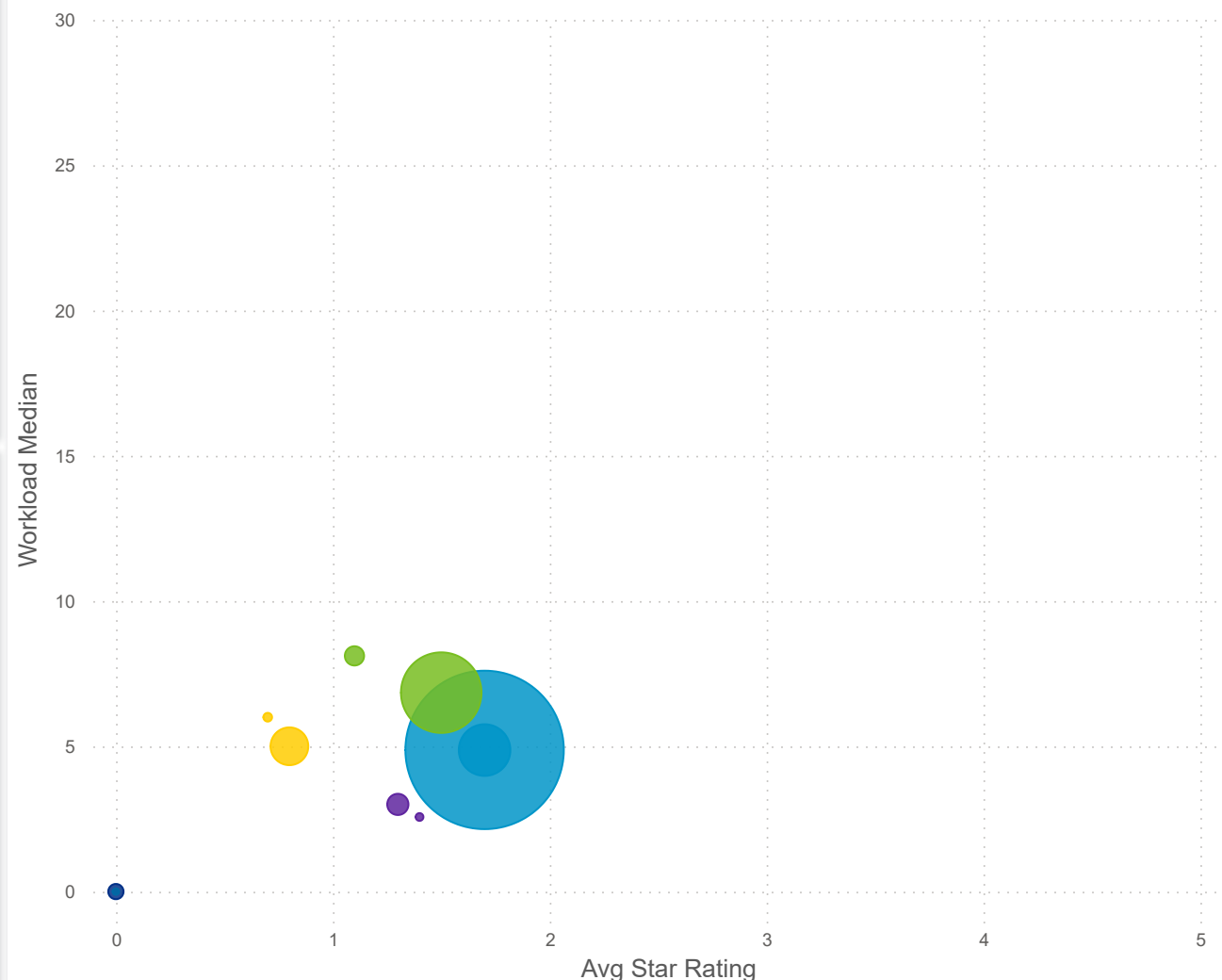
## Star Rating Mean

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:       | 202604 | Program Type:  | Multiple select... | Job Title: | All | Teacher Age Group: | All | Education:  | All          | TEACH Status: | All                |     |               |     |
|             | 202606 | Position Type: | All                |            |     |                    |     | Credential: | All          | TEACH Models: | All                |     |               |     |
| SDA>County: |        | SDA 3          | 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)

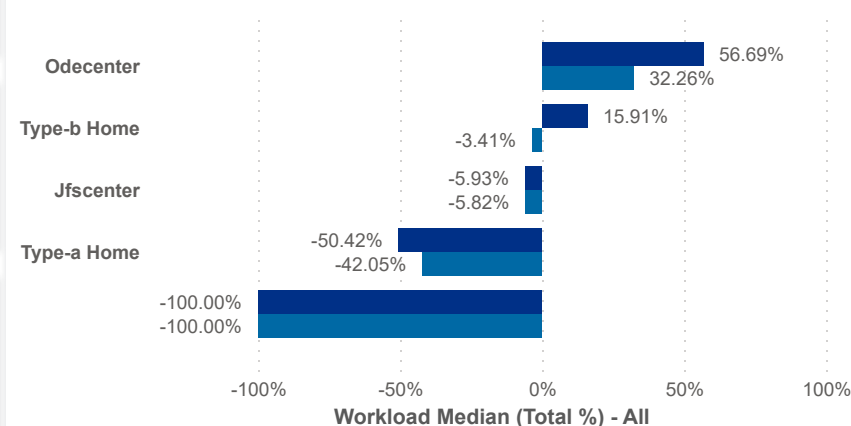
5.00

## Workload Median (Stayer)

5.18

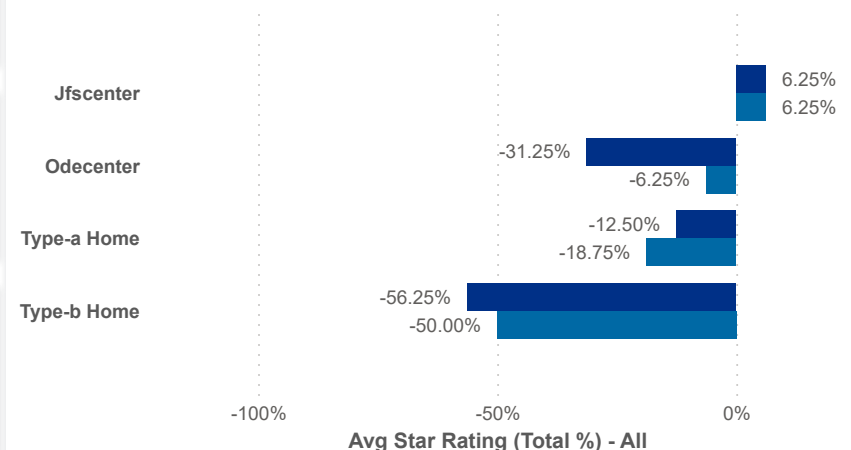
## Workload Median (Total %)

Worker status ● Leaver ● Stayer



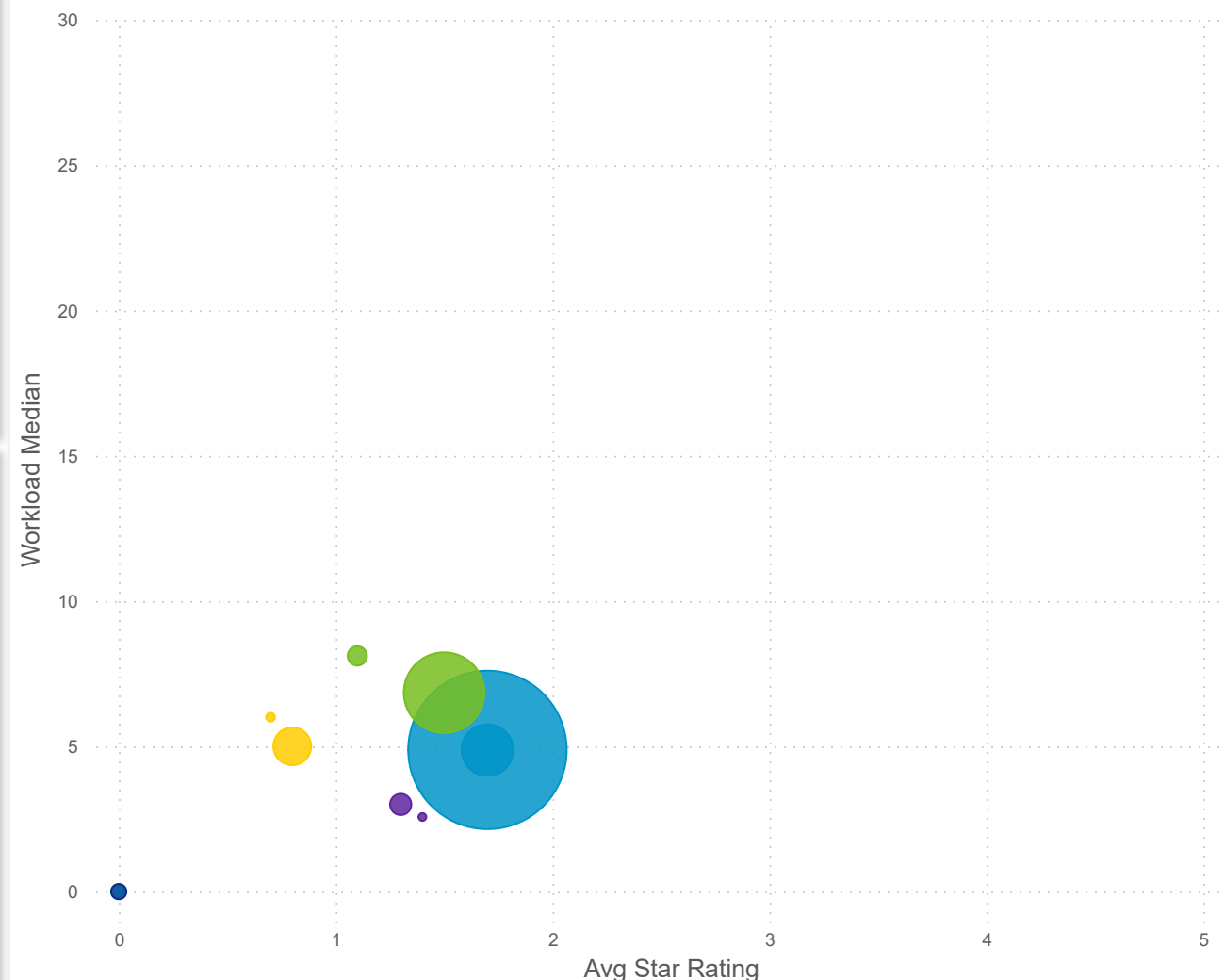
## Star Rating Mean (Total %)

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:202604

Program Type:Multiple select...

Job Title:All

Teacher Age Group:All

Education:All

TEACH Status:All

Date:202606

Position Type:All

Center Type:All

Publicly Funded:All

Credential:All

TEACH Models:All

SDA>County:SDA 3

SUTQ Rating:All

Total Duration:0.00

Beale Code:All

Student Age Group:All

POWER Status:All

Total Duration:100.00

POWER Levels:All

PAY MEAN (USD)

LEAVER

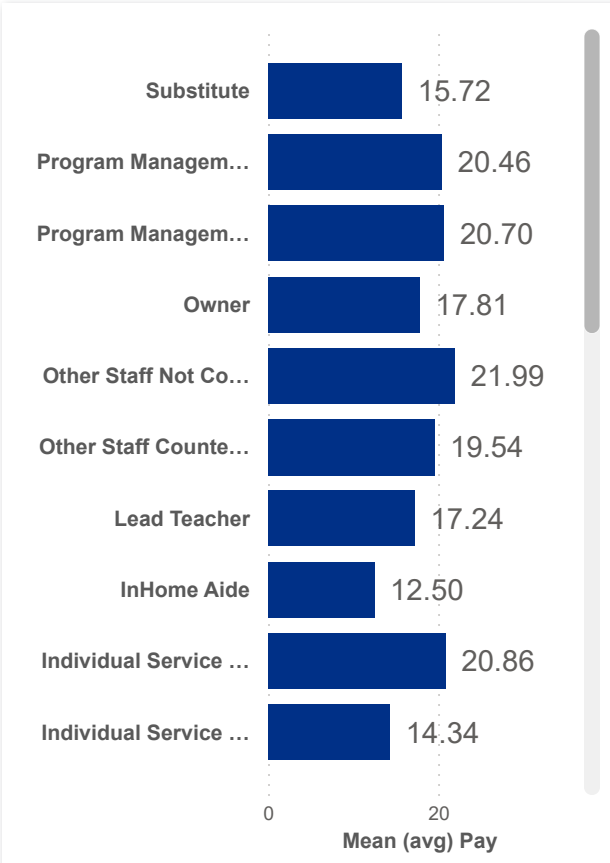
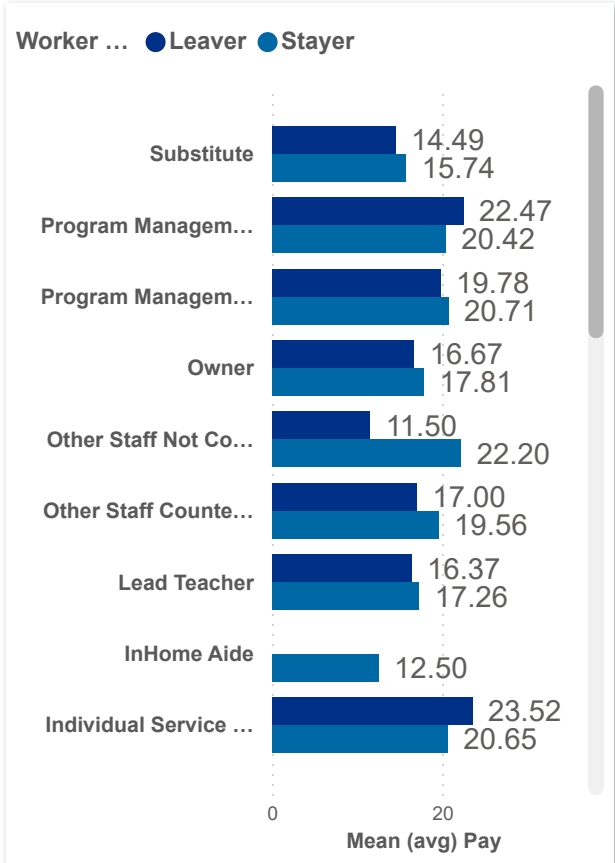
15.03

STAYER

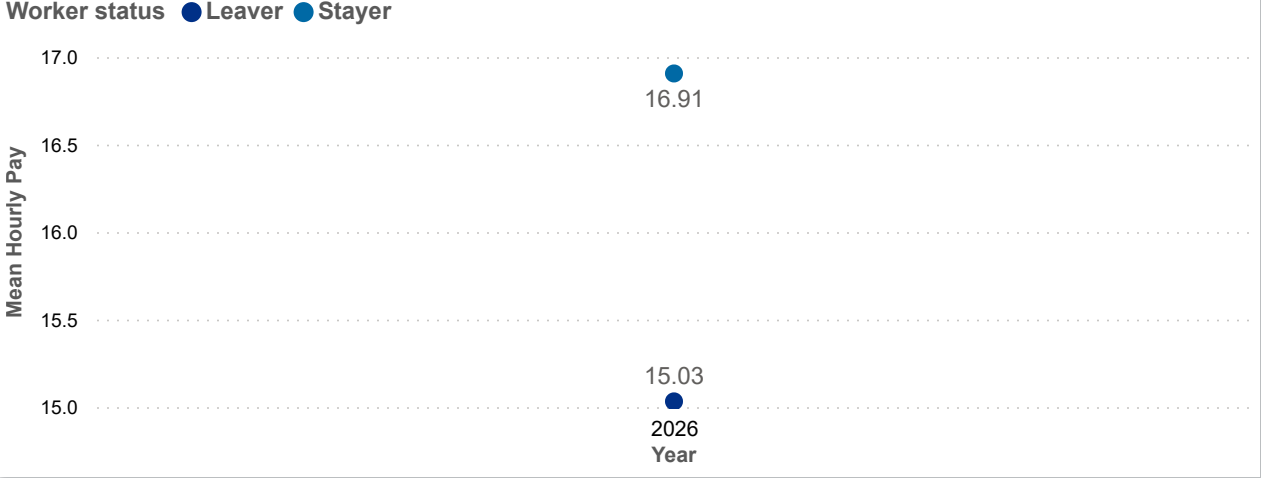
16.91

COMBINED

16.86



Salary Mean by Year and Worker Status



Combined Salary Mean by Year and Worker Status

