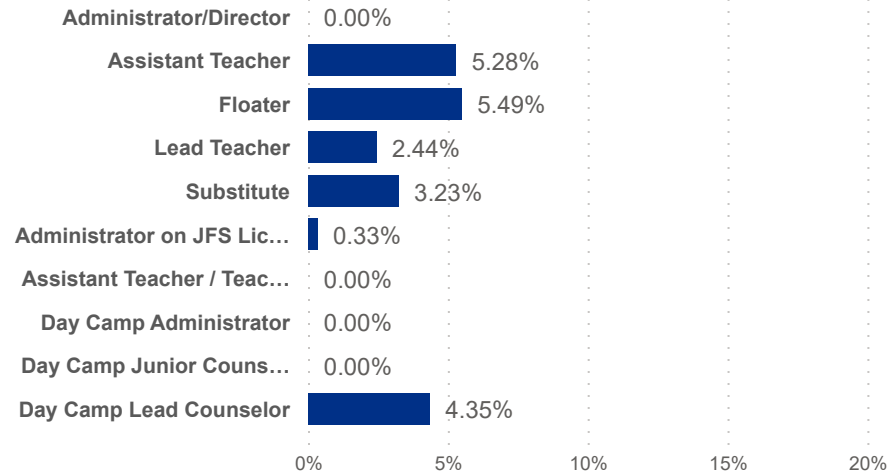


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

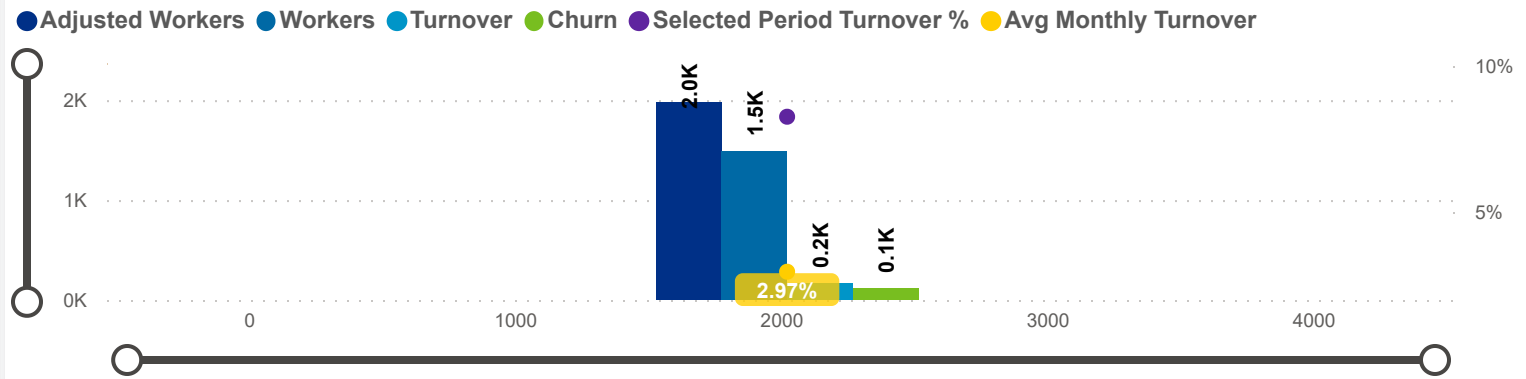
SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Avg Monthly Turnover Rates by Job Title

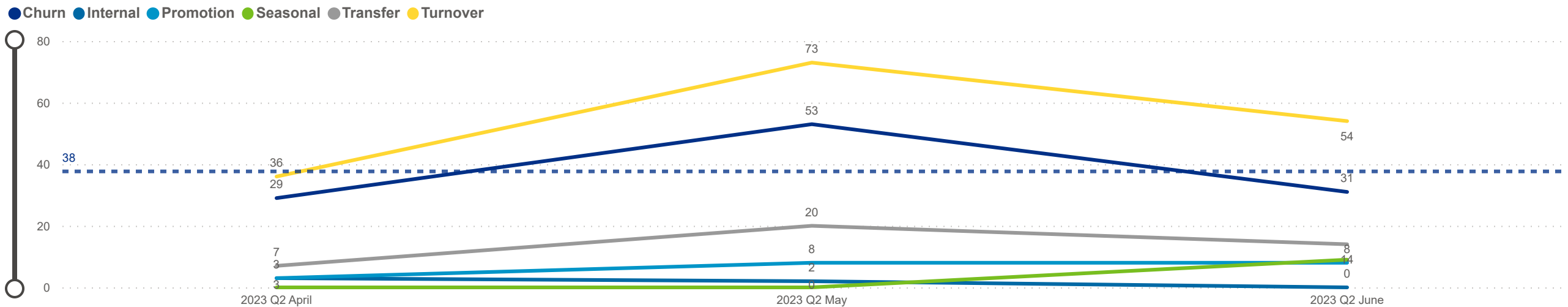


| Avg Monthly Turnover | Adjusted Workers | Total Leaver | Total Stayer | Sel Period Turnover |
|----------------------|------------------|--------------|--------------|---------------------|
| 2.97% | 1,972 | 112 | 1,860 | 8.27% |

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

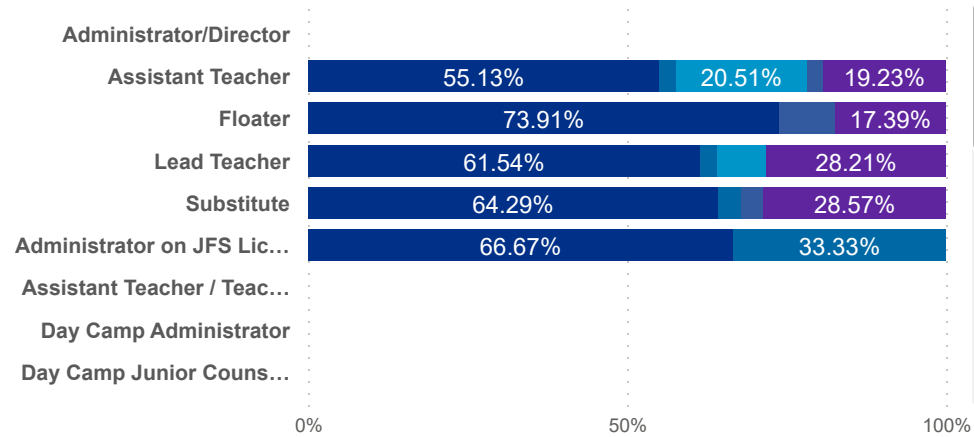


Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

2.06%

Adjusted Workers

1,972

Workload Median

6.18

Pay Median USD / hr

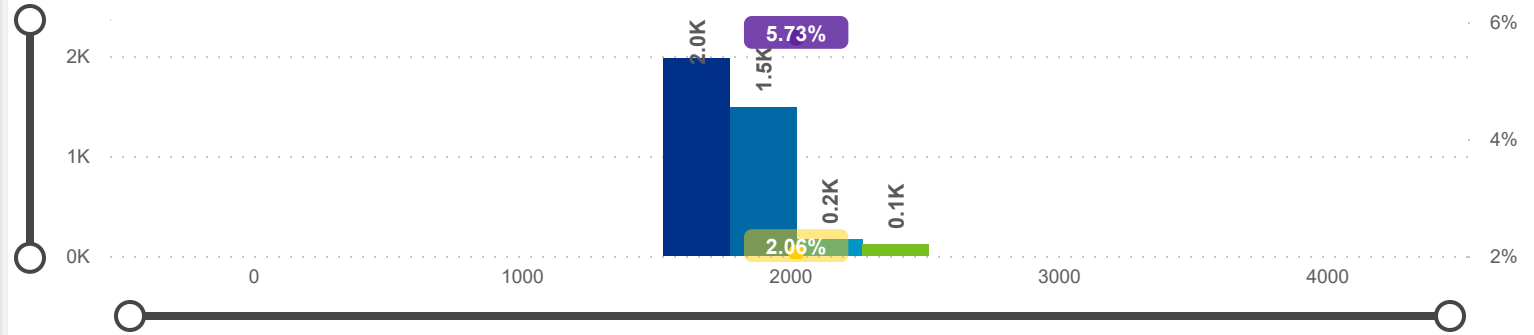
13.52

Avg ECE Duration

5.95

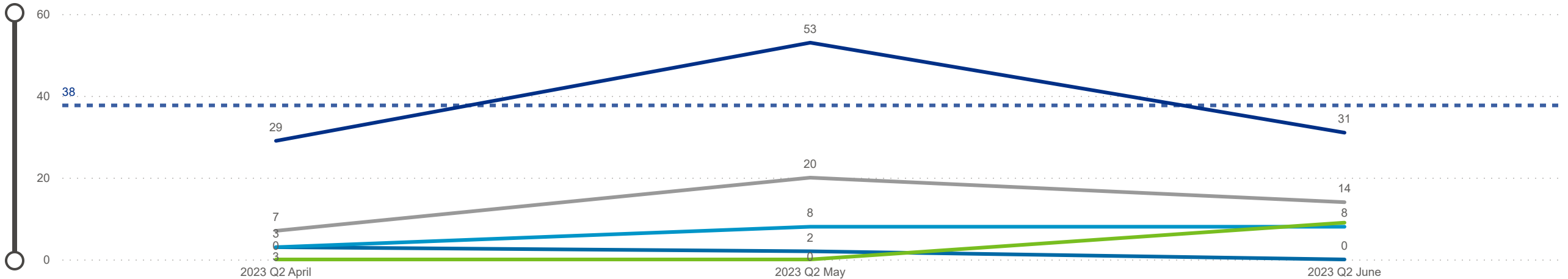
Avg Monthly Churn and Number of Workers

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



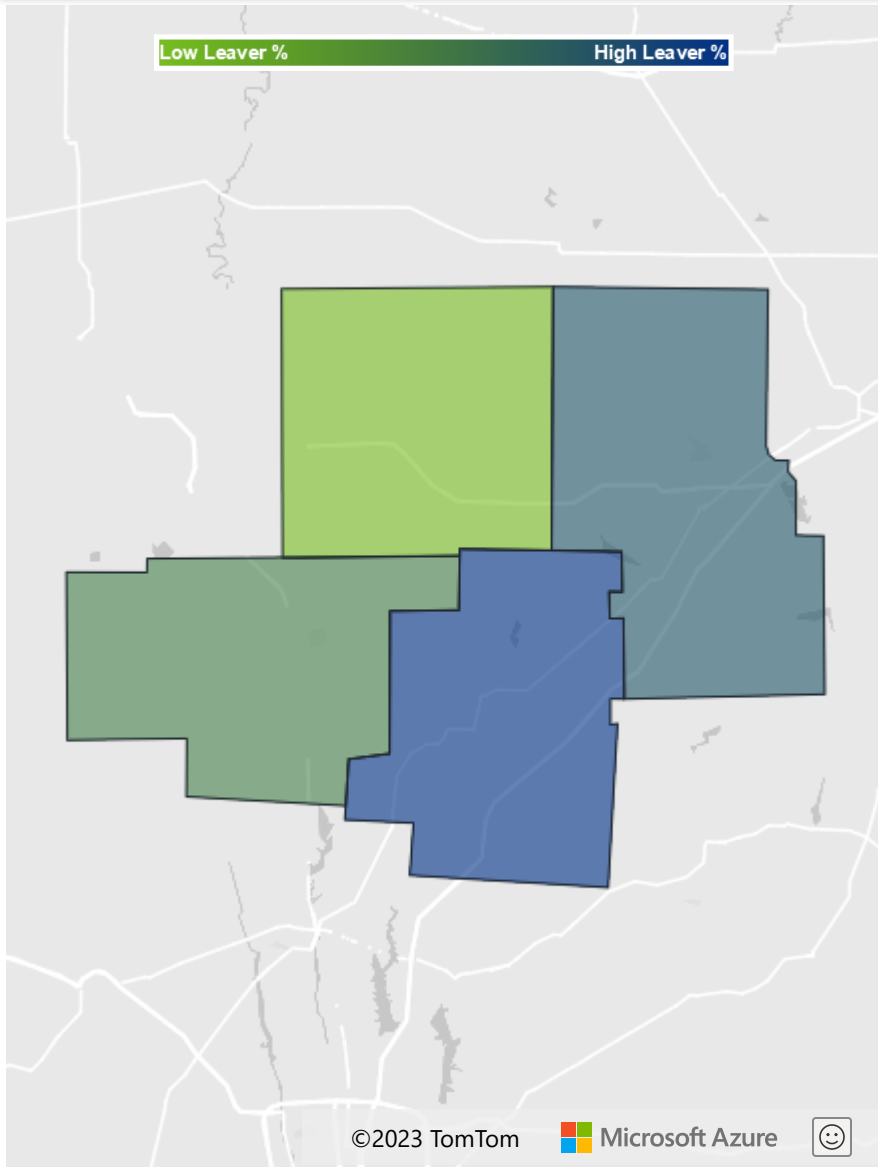
Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

SDA>County: SDA 12 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All



ADJUSTED WORKERS

1,972

TOTAL LEAVER

112

TOTAL STAYER

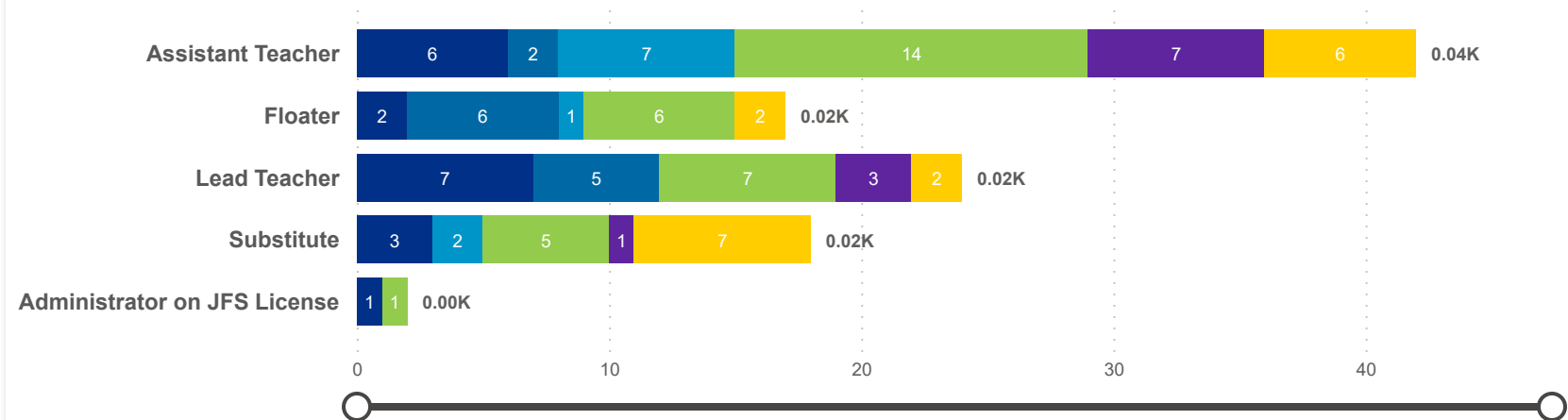
1,860

SELECTED PERIOD CHURN %

5.68%

Leaver by Job Title and Star Rating

SUTQ Star Rating: ● 0 ● 1 ● 2 ● 3 ● 4 ● 5



| County | Adjusted Workers | Workers | Workers % | Total Leaver | Total Stayer | Selected Period Churn % | Stayer % | Avg Monthly Churn | Selected Period Turnover % | Avg Monthly Turnover | Workload Median | Star Rating Mean |
|--------------|------------------|--------------|----------------|--------------|--------------|-------------------------|---------------|-------------------|----------------------------|----------------------|-----------------|------------------|
| Crawford OH | 305 | 237 | 15.97% | 9 | 296 | 2.95% | 97.05% | 1.02% | 5.25% | 1.81% | 6.17 | 3.72 |
| Marion OH | 444 | 310 | 20.89% | 22 | 422 | 4.95% | 95.05% | 1.90% | 8.11% | 2.97% | 6.00 | 3.75 |
| Morrow OH | 194 | 155 | 10.44% | 15 | 179 | 7.73% | 92.27% | 2.77% | 8.25% | 2.95% | 6.00 | 3.25 |
| Richland OH | 1,029 | 806 | 54.31% | 66 | 963 | 6.41% | 93.59% | 2.31% | 9.23% | 3.32% | 6.30 | 3.62 |
| Total | 1,972 | 1,484 | 100.00% | 112 | 1,860 | 5.68% | 94.32% | 2.06% | 8.27% | 2.97% | 6.18 | 3.62 |

Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

TOTAL LEAVER

112

TOTAL STAYER

1,860

LEAVER

2.43

STAYER

6.03

LEAVER (Hourly Wage MED)

11.38

STAYER (Hourly Wage MED)

13.57

Leaver % Stayer %

94.32%

Worker Status: Leaver Stayer

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

401

< 10

463

10 < .. < 11.6

352

11.6 < .. < 14

389

> 14

Leaver Stayer

Administrator/Director

37

Assistant Teacher

42

379

Floater

17

144

Lead Teacher

24

483

Substitute

18

281

Administrator on JFS License

2

202

Administrator/Dir...

4.79

Assistant Teacher

2.13

3.49

Floater

1.31

3.22

Lead Teacher

4.53

6.40

Substitute

1.61

6.84

Administrator on ...

4.20

12.56

Assistant Teacher...

2.04

Day Camp Admini...

2.90

Day Camp Junior ...

0.87

Leaver

Stayer

Administrator/Director

43%

38%

19%

70%

Assistant Teacher

43%

38%

19%

38%

32%

30%

Floater

59%

35%

6%

42%

38%

20%

Lead Teacher

42%

29%

29%

28%

31%

24%

Substitute

33%

28%

39%

23%

44%

Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

LEAVER

STAYER

LEAVER

STAYER

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

5.68%

94.32%

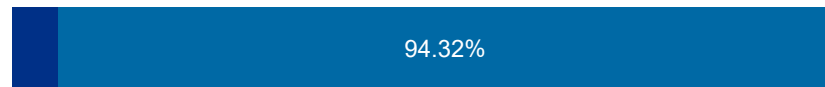
2.43

6.03

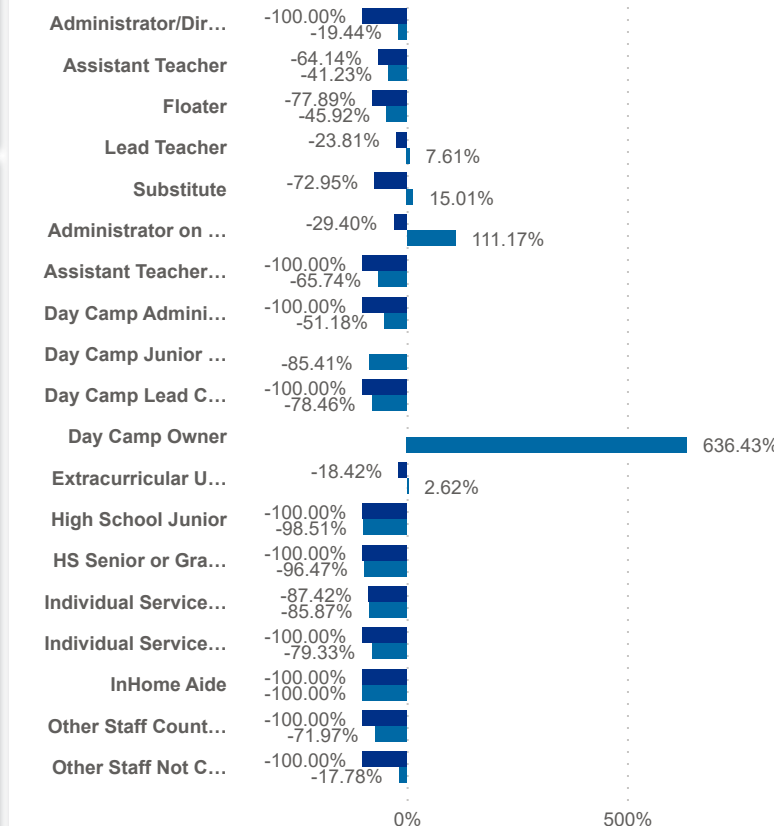
11.38

13.57

● Leaver % ● Stayer %



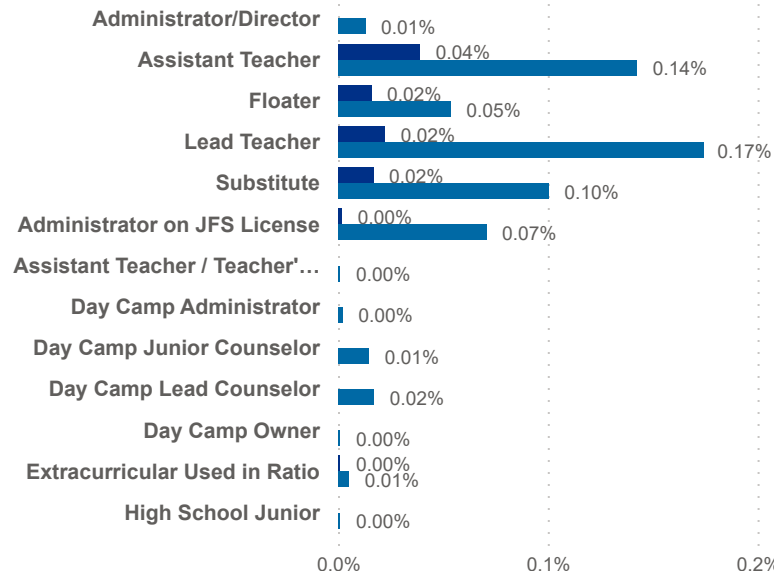
Worker Status: ● Leaver ● Stayer



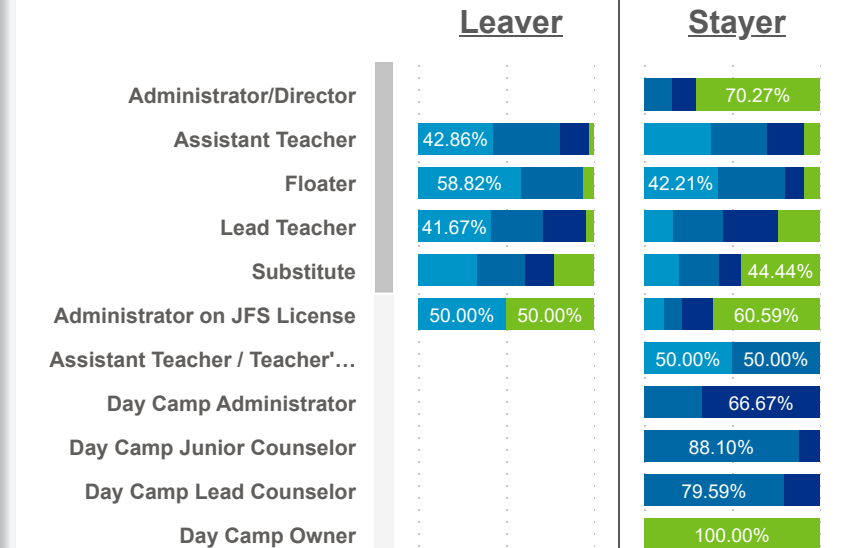
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Worker Status: ● Leaver ● Stayer



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



Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

LEAVER (Avg Career Duration)

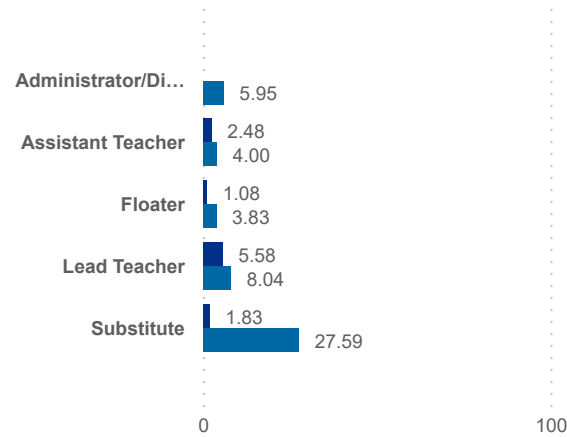
2.88

STAYER (Avg Career Duration)

11.25

Avg Career Duration by Job Title

Worker Status: Leaver Stayer



| County | Job Title | Longest Serving Profile | \$ / hr | Seniority | Workload | Star Rating |
|----------|------------------------|-------------------------|---------|-----------|----------|-------------|
| Morrow | Administrator/Director | 1.74 | 11.30 | Early | 8.00 | 5.00 |
| Morrow | Administrator/Director | 1.75 | 11.58 | Early | 2.83 | 5.00 |
| Morrow | Administrator/Director | 2.75 | 13.00 | Early | 6.50 | 4.00 |
| Richland | Administrator/Director | 0.45 | 16.00 | Early | 11.71 | 5.00 |
| Crawford | Administrator/Director | 3.68 | 18.00 | Early | 12.50 | |
| Marion | Administrator/Director | 2.69 | 22.00 | Early | 37.75 | |
| Marion | Administrator/Director | 1.65 | 22.56 | Early | 50.00 | |
| Crawford | Administrator/Director | 1.93 | 27.00 | Early | 13.77 | |
| Crawford | Administrator/Director | 1.75 | 28.50 | Early | 4.00 | |
| Crawford | Administrator/Director | 2.53 | 30.00 | Early | 9.09 | |
| Morrow | Administrator/Director | 0.55 | 13.00 | Mid | 16.25 | |
| Crawford | Administrator/Director | 1.82 | 22.00 | Mid | 68.00 | 5.00 |

TOTAL STAYER

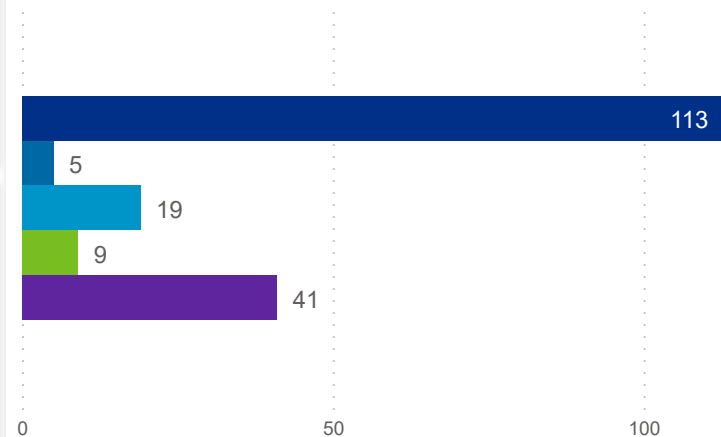
1,860

STAYER (Promotion)

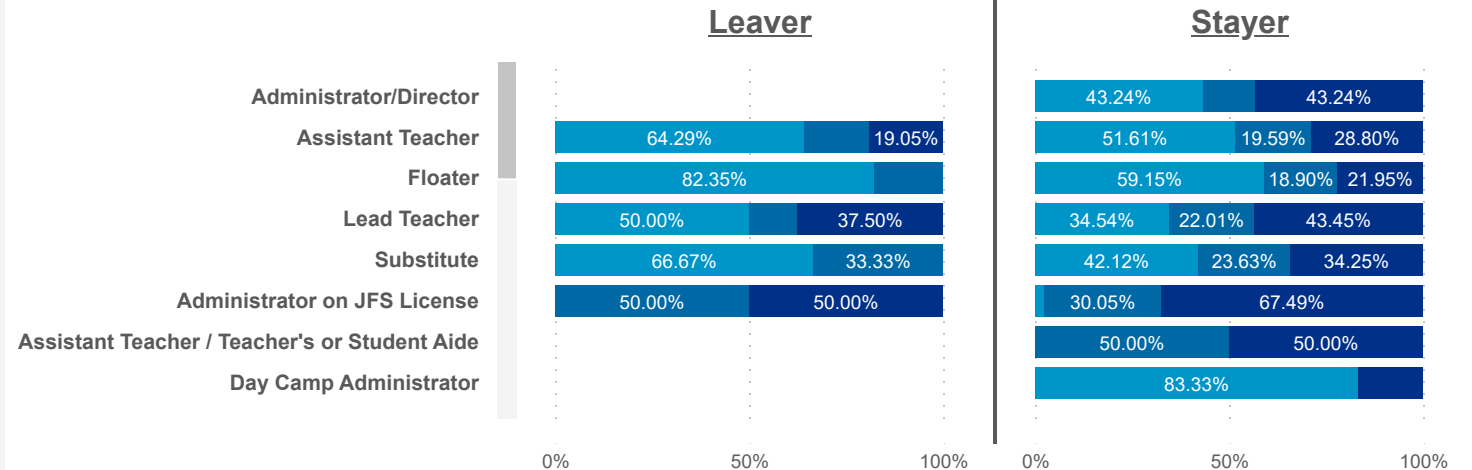
19

Turnover Reasons

Churn Internal Promotion Seasonal Transfer



Seniority: Early Mid Senior



Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

SDA>County: SDA 12 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

LEAVER (Avg Career Duration)

2.88

STAYER (Avg Career Duration)

11.25

TOTAL STAYER

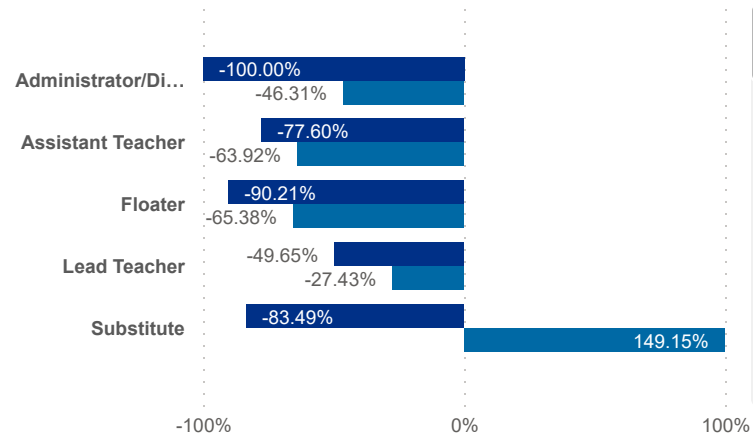
1,860

STAYER (Promotion)

19

Avg Career Duration by Job Title vs Mean

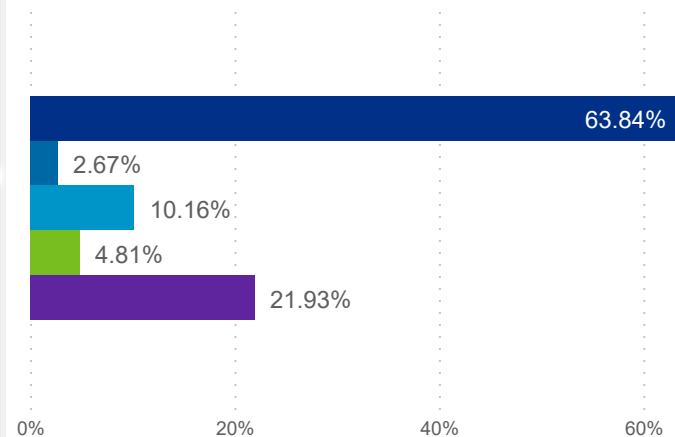
Worker Status: ● Leaver ● Stayer



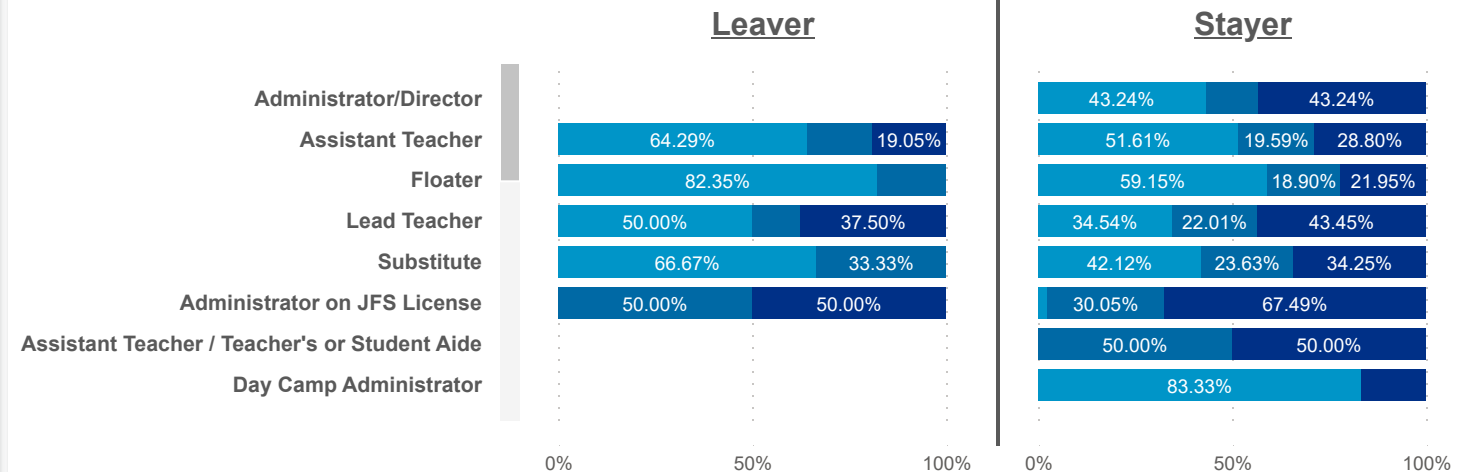
| County | Job Title | Longest Serving Profile | \$ / hr | Seniority | Workload | Star Rating |
|----------|-------------------------------|-------------------------|---------|-----------|----------|-------------|
| Richland | Assistant Teacher | 0.00 | 8.48 | Early | 4.63 | 5.00 |
| Richland | Extracurricular Used in Ratio | 0.00 | 10.80 | Early | 4.88 | 4.00 |
| Richland | Assistant Teacher | 0.01 | 8.80 | Early | 5.95 | 1.00 |
| Richland | Assistant Teacher | 0.01 | 10.30 | Early | 5.78 | 2.00 |
| Marion | Lead Teacher | 0.01 | 14.25 | Mid | 6.64 | 3.00 |
| Richland | Assistant Teacher | 0.02 | 8.55 | Mid | 7.70 | 3.00 |
| Richland | Assistant Teacher | 0.02 | 8.48 | Senior | 4.63 | 5.00 |
| Morrow | Floater | 0.02 | 20.39 | Senior | 3.89 | 5.00 |
| Richland | Lead Teacher | 0.03 | 18.60 | Early | 9.50 | 5.00 |
| Richland | Lead Teacher | 0.03 | 10.35 | Senior | 7.70 | 3.00 |
| Marion | Assistant Teacher | 0.04 | 20.00 | Early | 9.00 | |
| Marion | Floater | 0.04 | 15.50 | Senior | 14.69 | |

Turnover Reasons

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior



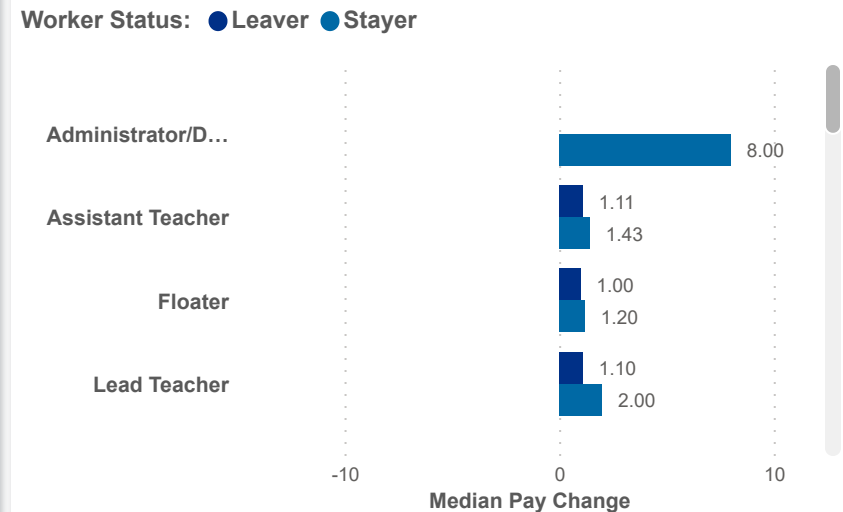
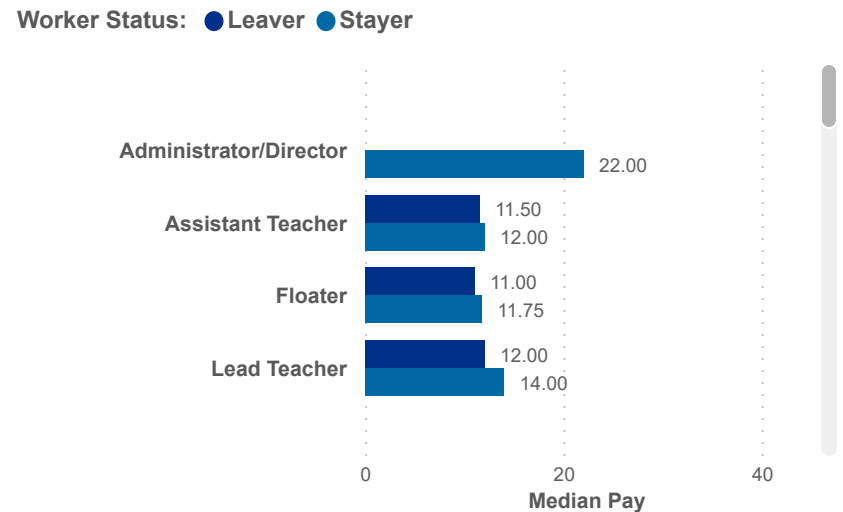
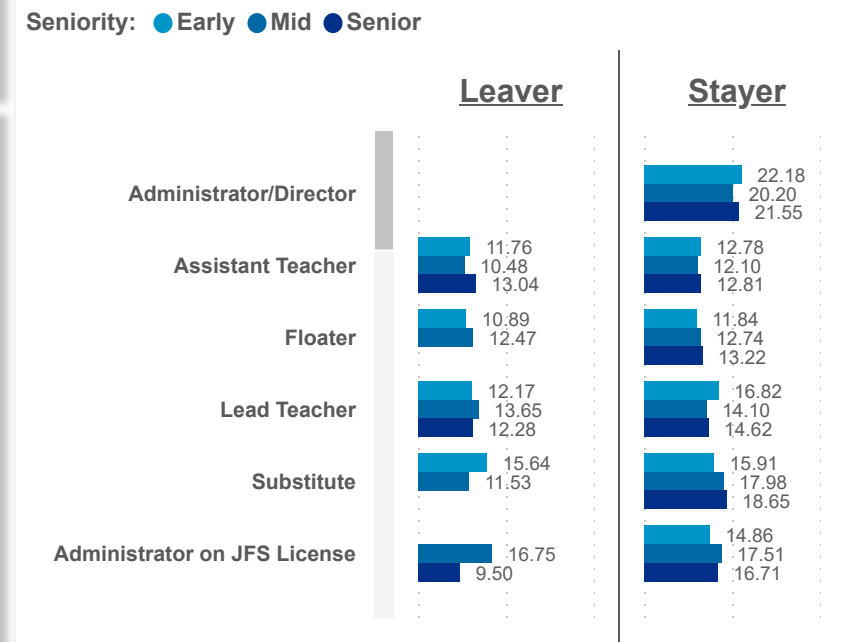
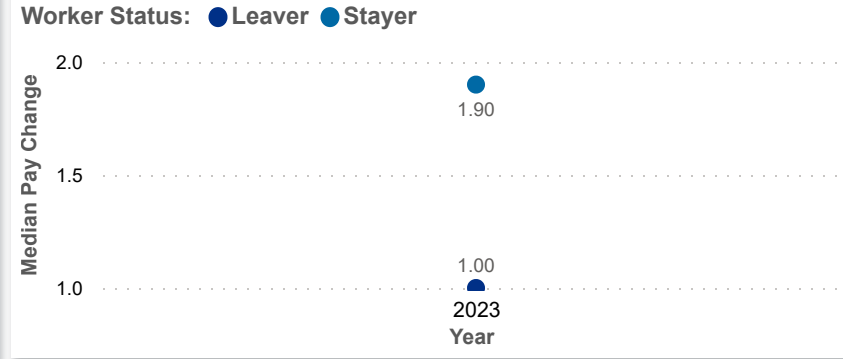
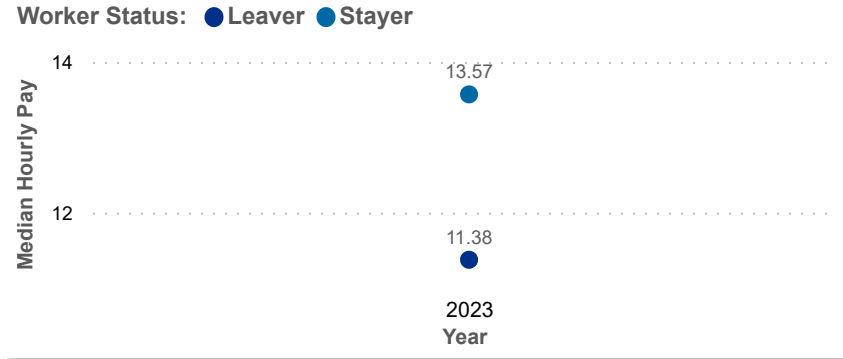
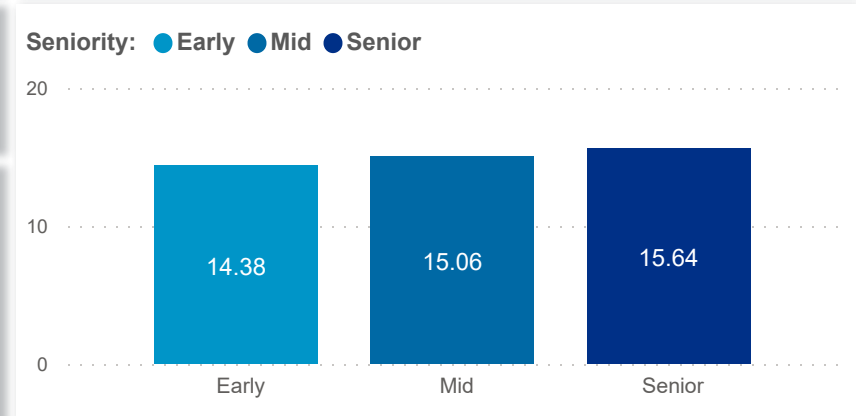
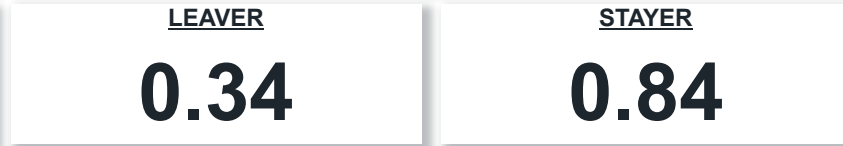
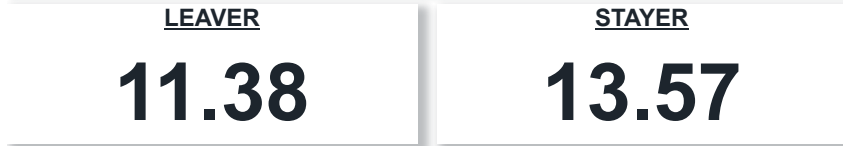
Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)



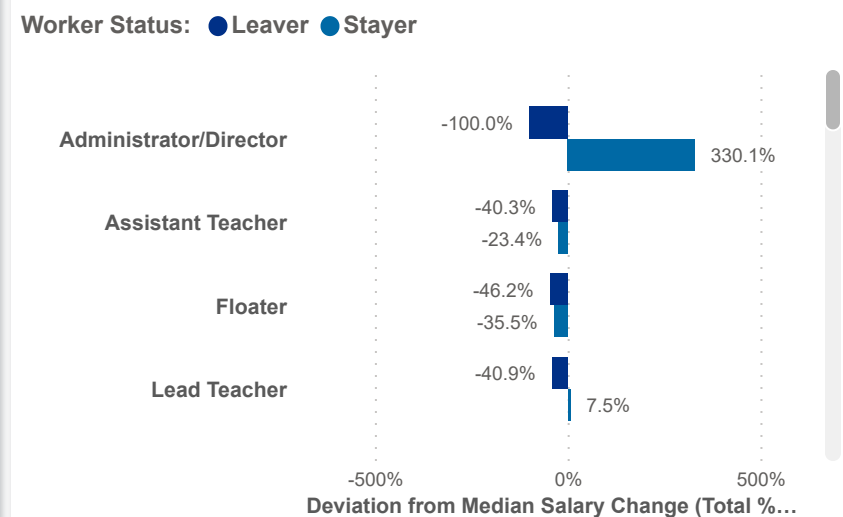
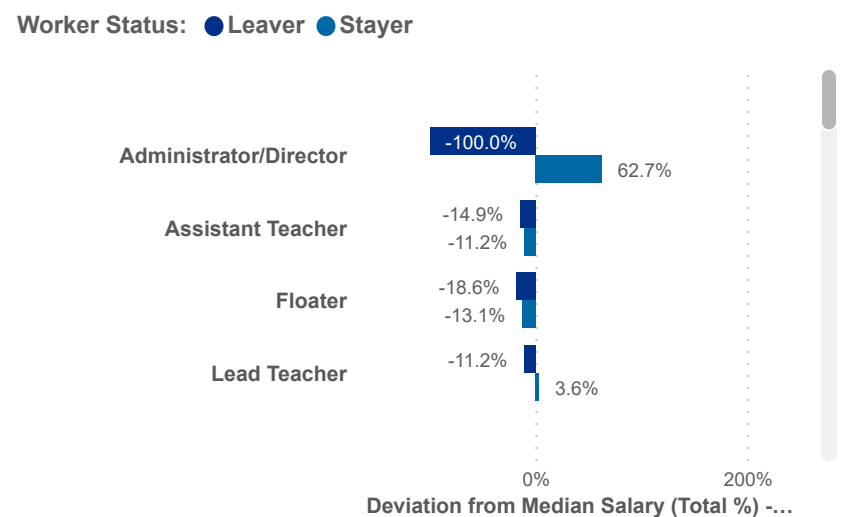
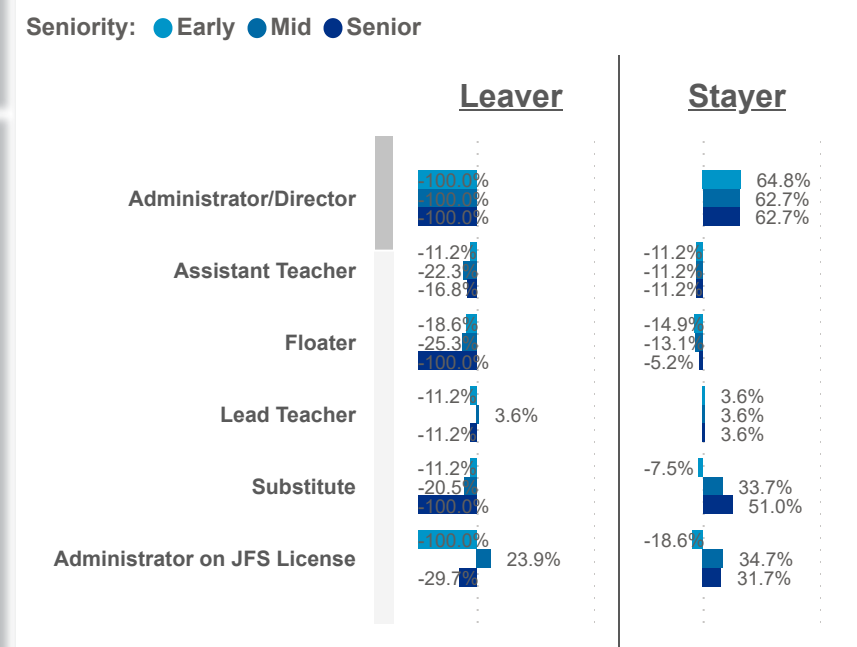
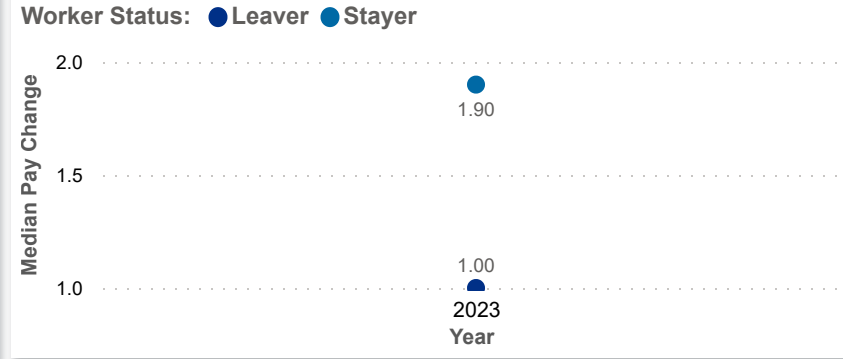
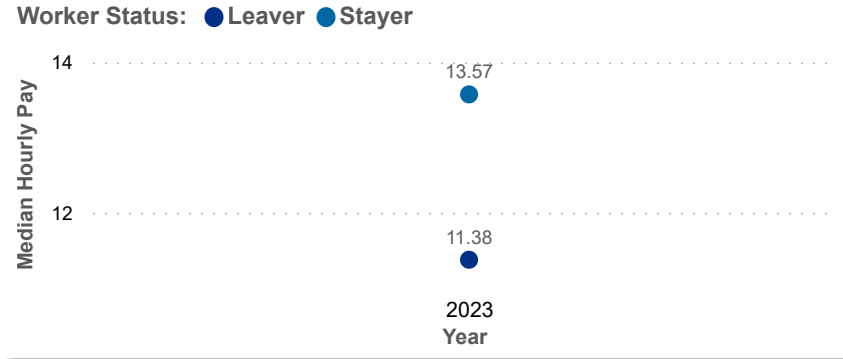
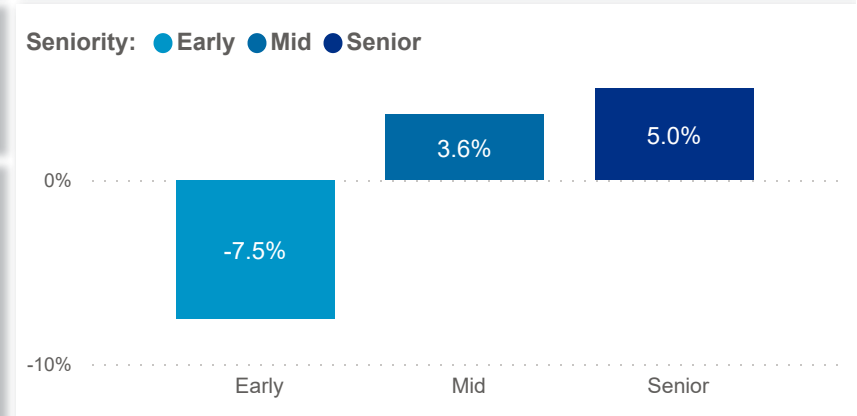
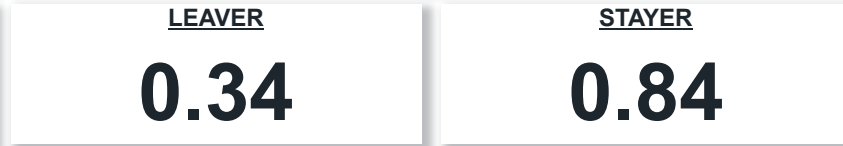
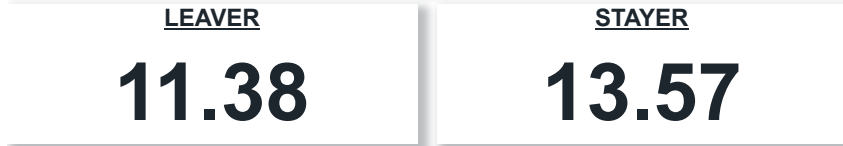
Date:
 Position Type:
 Beale Code:
 Publicly Funded:
 Job Title:

SDA>County:
 Star Rating:
 Total Duration:
 Center Type:
 Education:

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

PAY & CAREER SENIORITY (USD)



Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

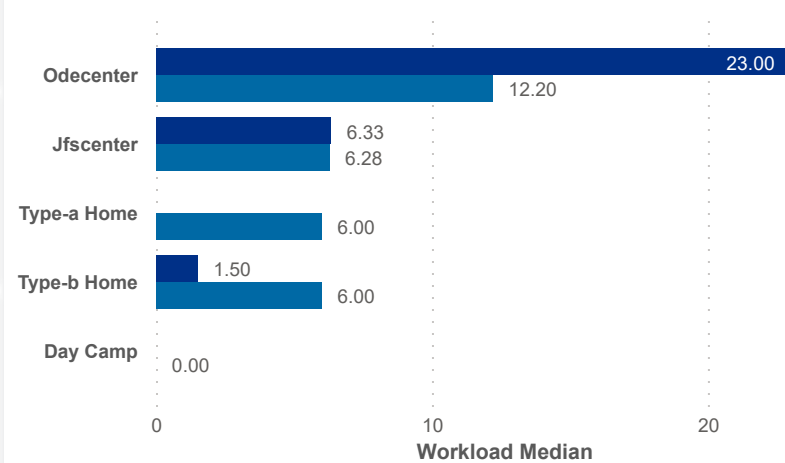
SDA>County: SDA 12 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

6.18

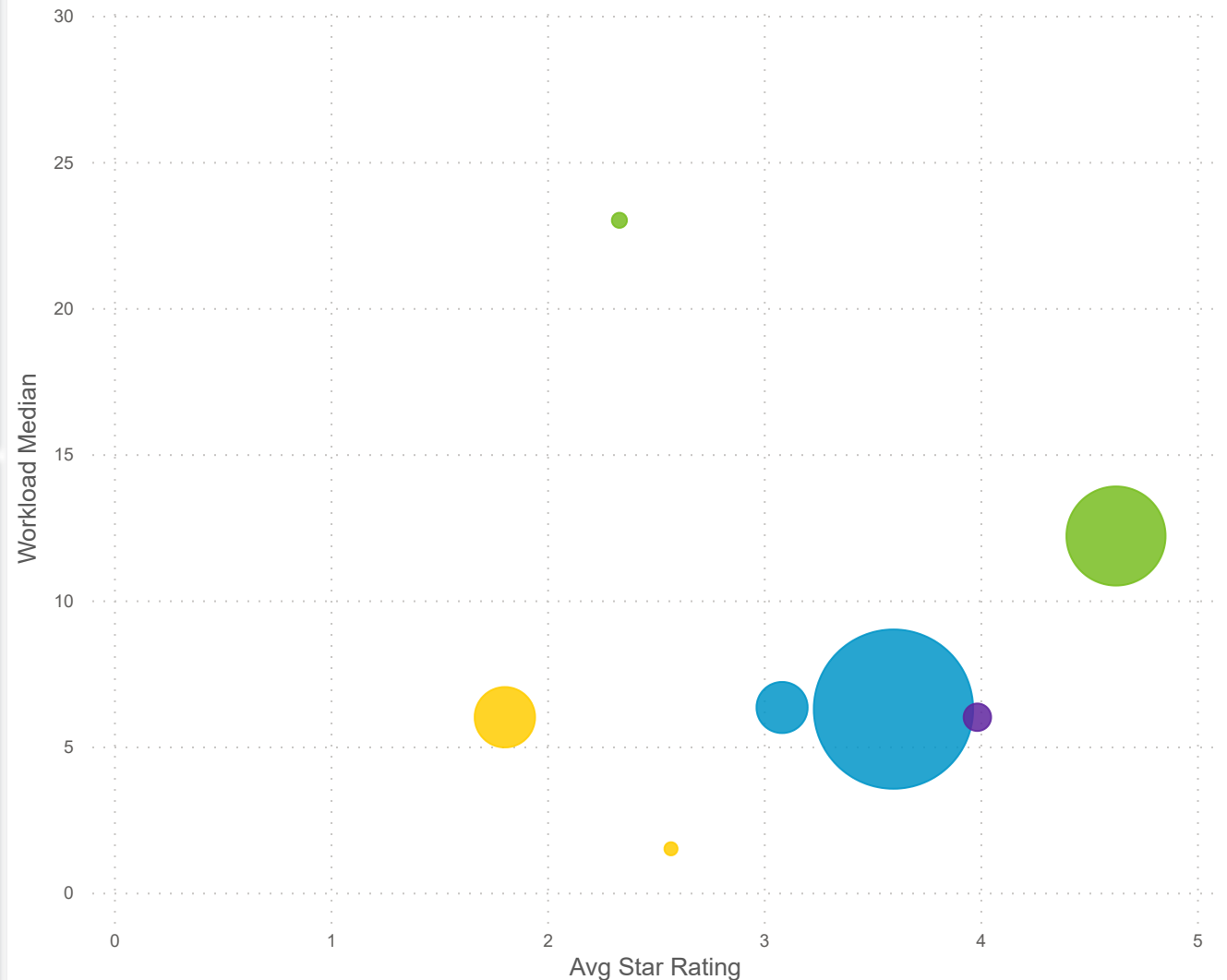
Workload Median

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



Workload Median (Leaver)

6.33

Workload Median (Stayer)

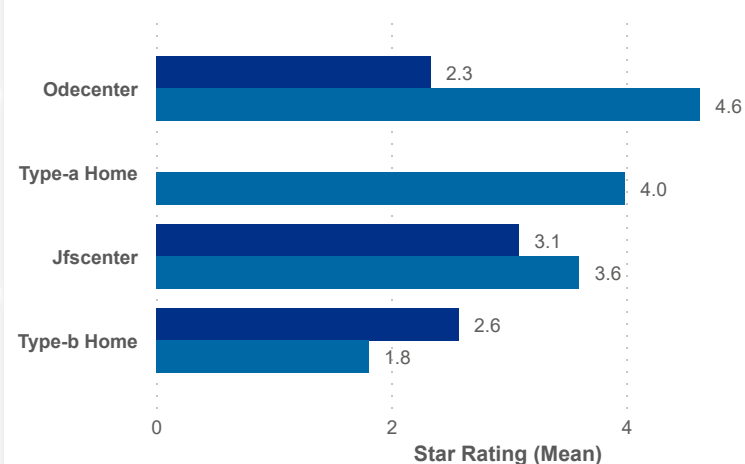
6.18

Star Rating Mean (Total)

3.62

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.02

Star Rating Mean (Stayer)

3.64

Date: 202304 202306 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

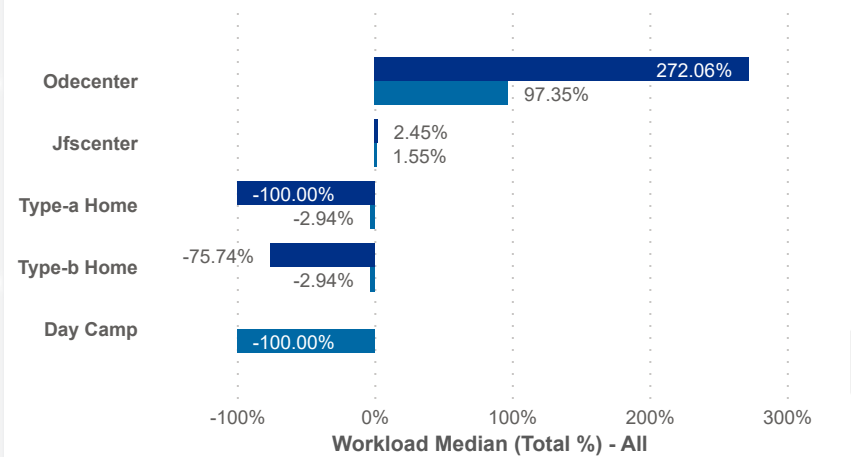
SDA>County: SDA 12 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

6.18

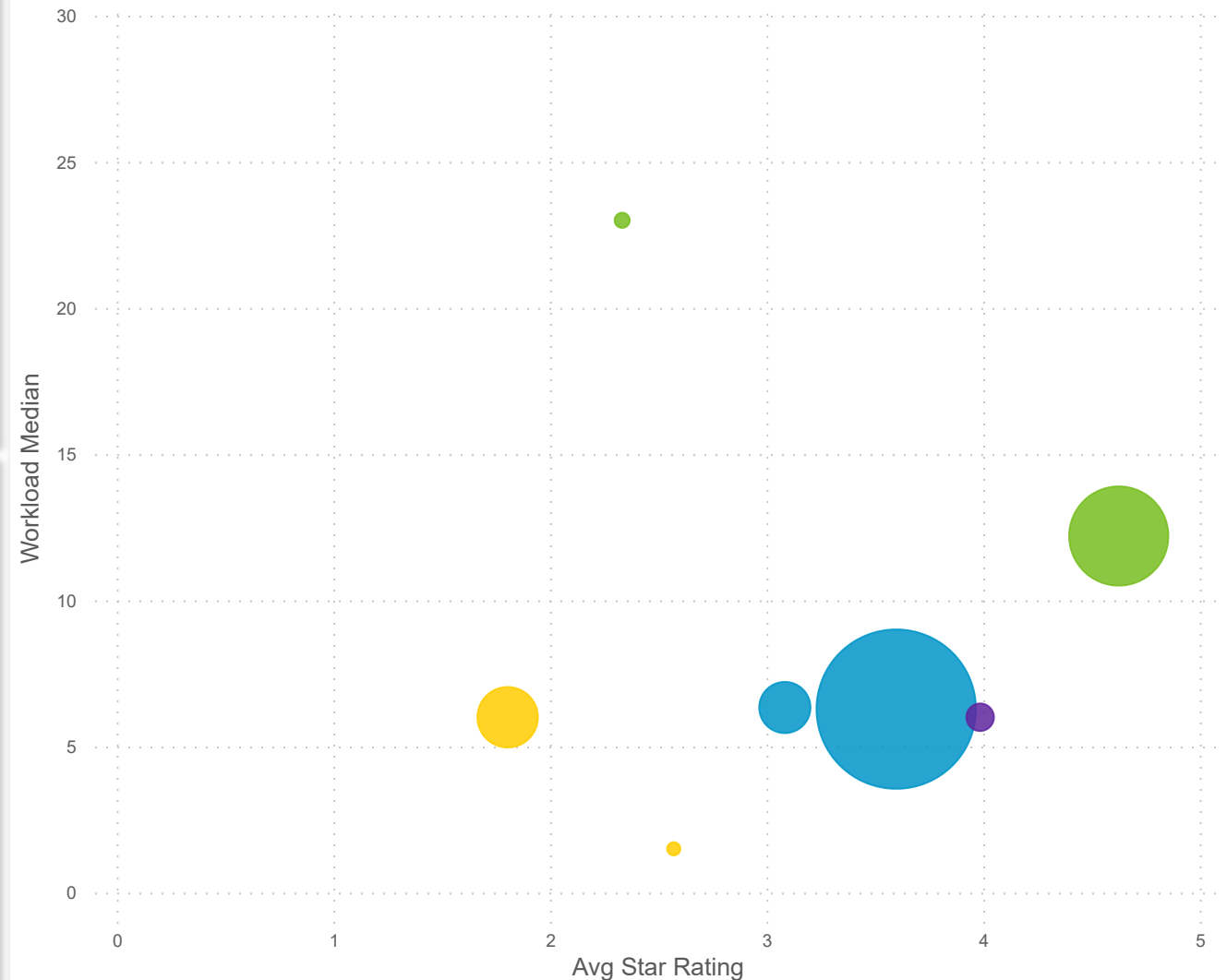
Workload Median (Total %)

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

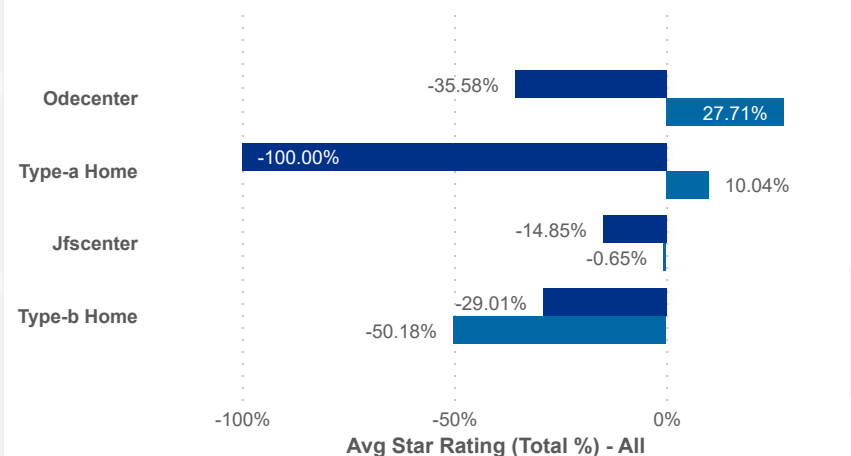


Workload Median (Leaver)

6.33

Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



Workload Median (Stayer)

6.18

Star Rating Mean (Total)

3.62

Star Rating Mean (Leaver)

3.02

Star Rating Mean (Stayer)

3.64