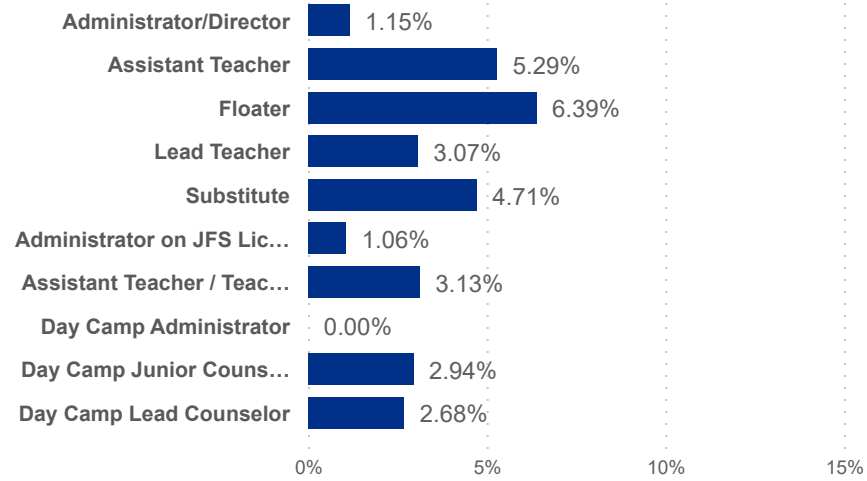


Date:  
 Position Type: 
 Beale Code: 
 Publicly Funded: 
 Job Title:

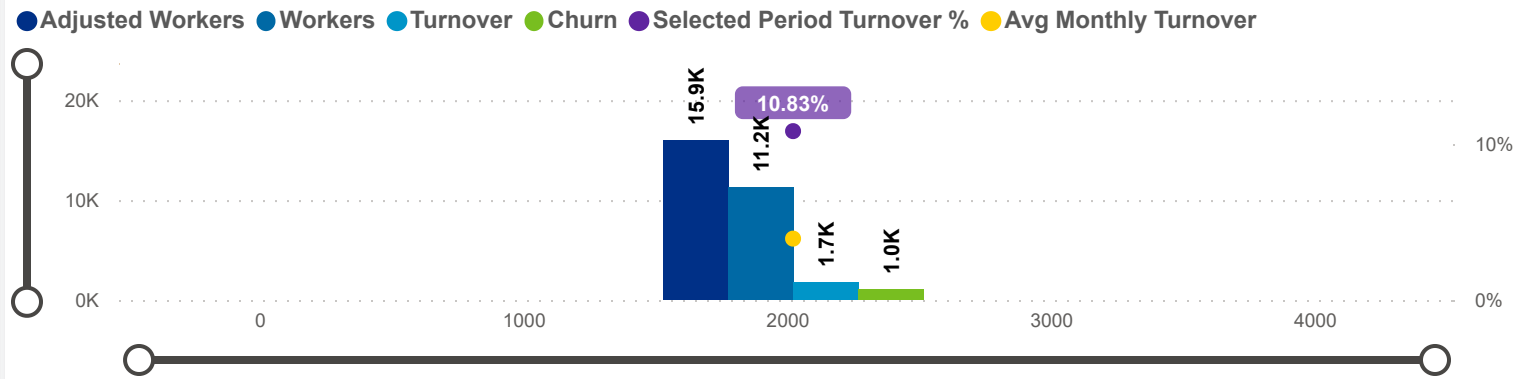
SDA>County: 
 Star Rating: 
 Total Duration:  
 Center Type: 
 Education:

## Avg Monthly Turnover Rates by Job Title

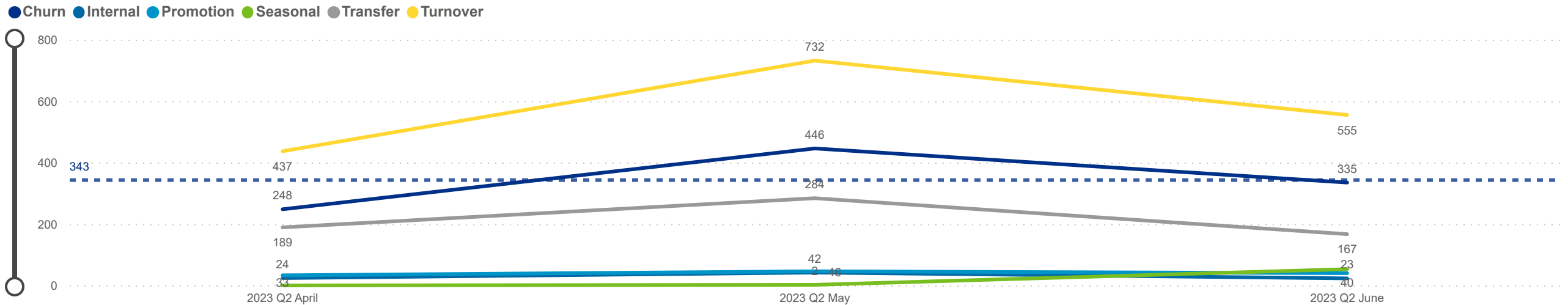


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
<b>3.93%</b>	<b>15,926</b>	<b>1,025</b>	<b>14,901</b>	<b>10.83%</b>

## Avg Monthly Turnover and Number of Workers



## Categorization by Time Series

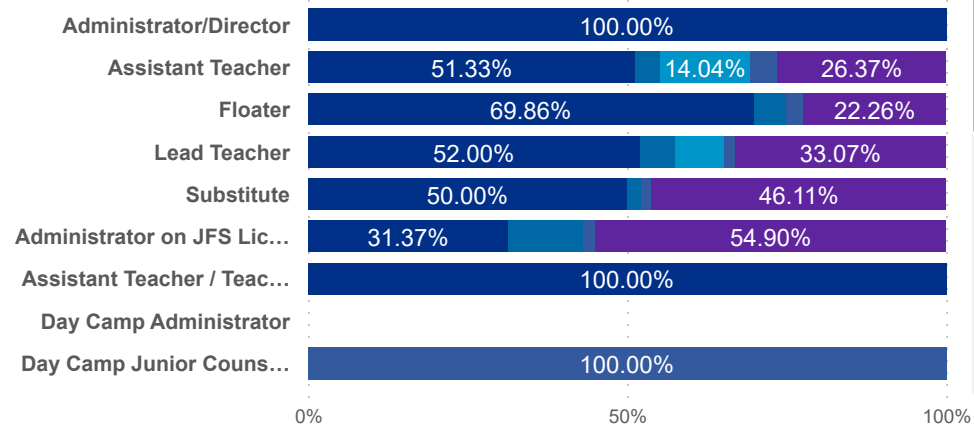


Date:  
 Position Type: 
 Beale Code: 
 Publicly Funded: 
 Job Title:

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

## Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

**2.35%**

Adjusted Workers

**15,926**

Workload Median

**5.52**

Pay Median USD / hr

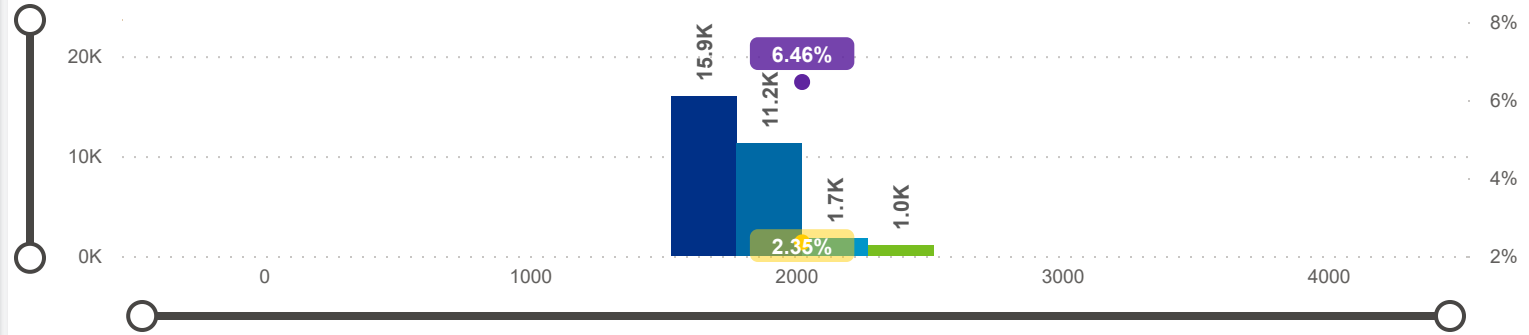
**14.25**

Avg ECE Duration

**5.76**

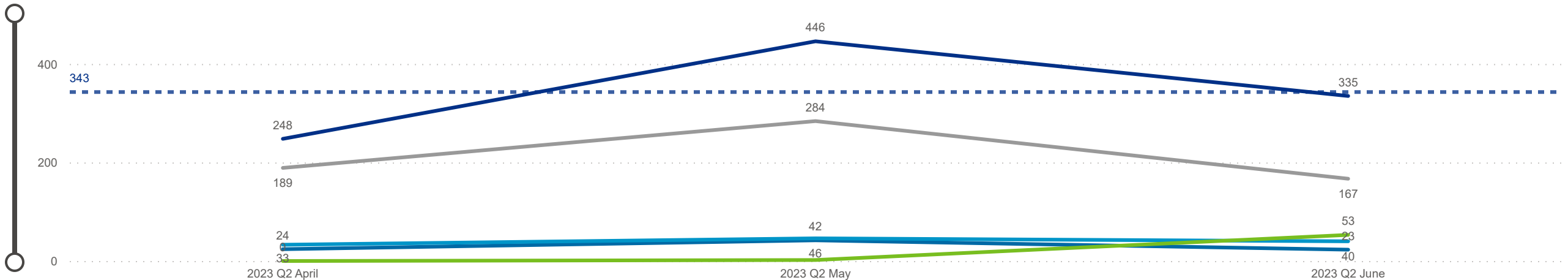
## Avg Monthly Churn and Number of Workers

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



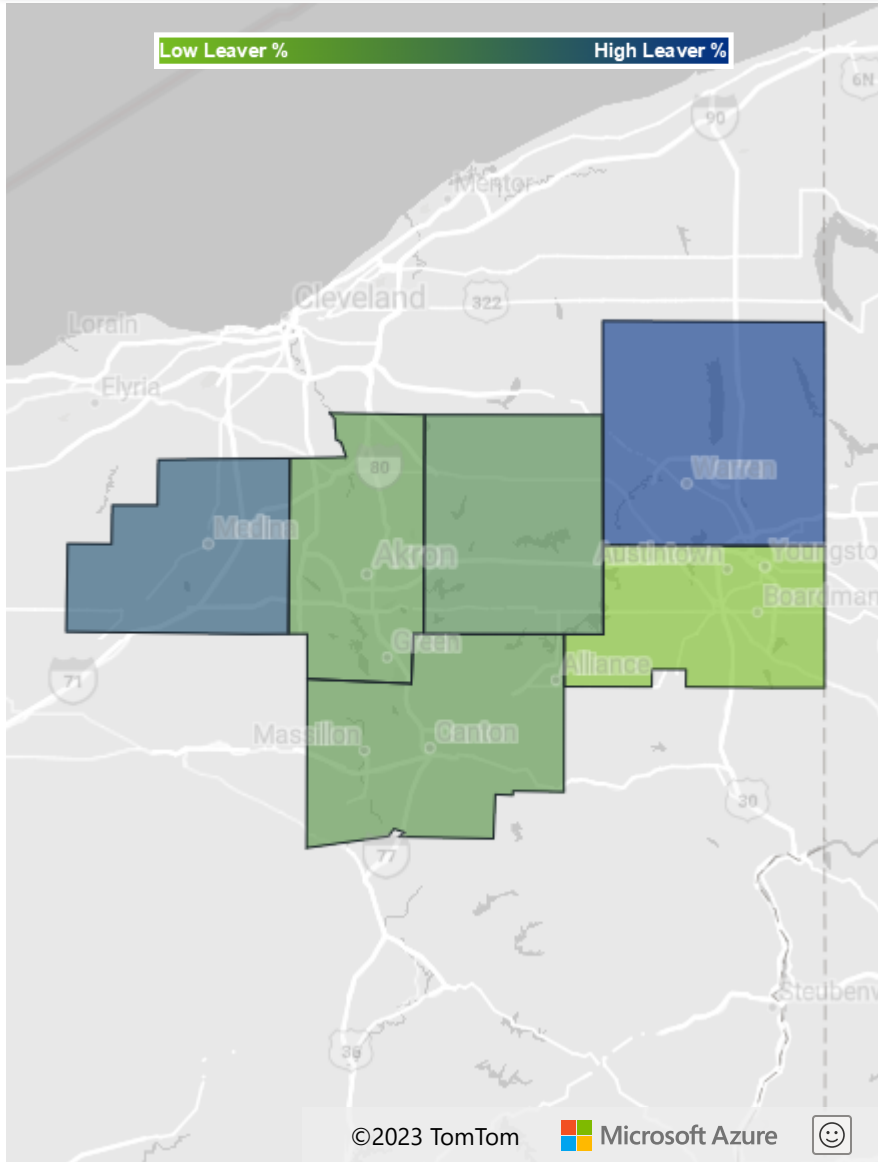
## Categorization by Time Series

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



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

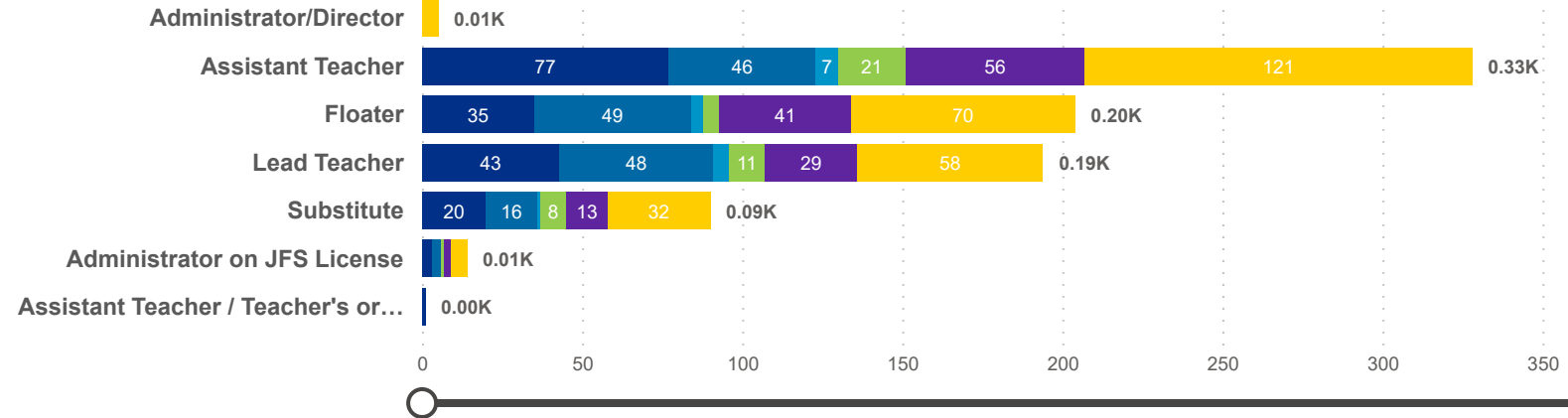
SDA>County:  Star Rating:  Total Duration:   Center Type:  Education:



<b>ADJUSTED WORKERS</b> <b>15,926</b>	<b>TOTAL LEAVER</b> <b>1,025</b>	<b>TOTAL STAYER</b> <b>14,901</b>	<b>SELECTED PERIOD CHURN %</b> <b>6.44%</b>
--	-------------------------------------	--------------------------------------	--

### 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
Mahoning OH	2,915	1,995	17.75%	148	2,767	5.08%	94.92%	1.81%	8.58%	3.04%	4.71	3.87
Medina OH	1,456	1,080	9.61%	117	1,339	8.04%	91.96%	2.96%	13.67%	5.04%	5.56	3.65
Portage OH	1,129	871	7.75%	74	1,055	6.55%	93.45%	2.32%	8.15%	2.89%	4.65	3.63
Stark OH	3,491	2,490	22.16%	219	3,272	6.27%	93.73%	2.37%	11.11%	4.17%	6.12	4.06
Summit OH	5,571	4,000	35.60%	346	5,225	6.21%	93.79%	2.26%	10.77%	3.90%	5.54	3.83
Trumbull OH	1,364	973	8.66%	121	1,243	8.87%	91.13%	3.21%	14.30%	5.18%	5.86	3.56
<b>Total</b>	<b>15,926</b>	<b>11,237</b>	<b>100.00%</b>	<b>1,025</b>	<b>14,901</b>	<b>6.44%</b>	<b>93.56%</b>	<b>2.35%</b>	<b>10.83%</b>	<b>3.93%</b>	<b>5.52</b>	<b>3.83</b>

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

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

### NUMBER OF WORKERS

TOTAL LEAVER

**1,025**

TOTAL STAYER

**14,901**

### AVG ECE DURATION (In Years)

LEAVER

**2.90**

STAYER

**5.83**

### HOURLY WAGE BANDS (USD)

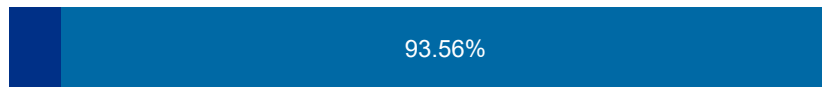
LEAVER (Hourly Wage MED)

**13.00**

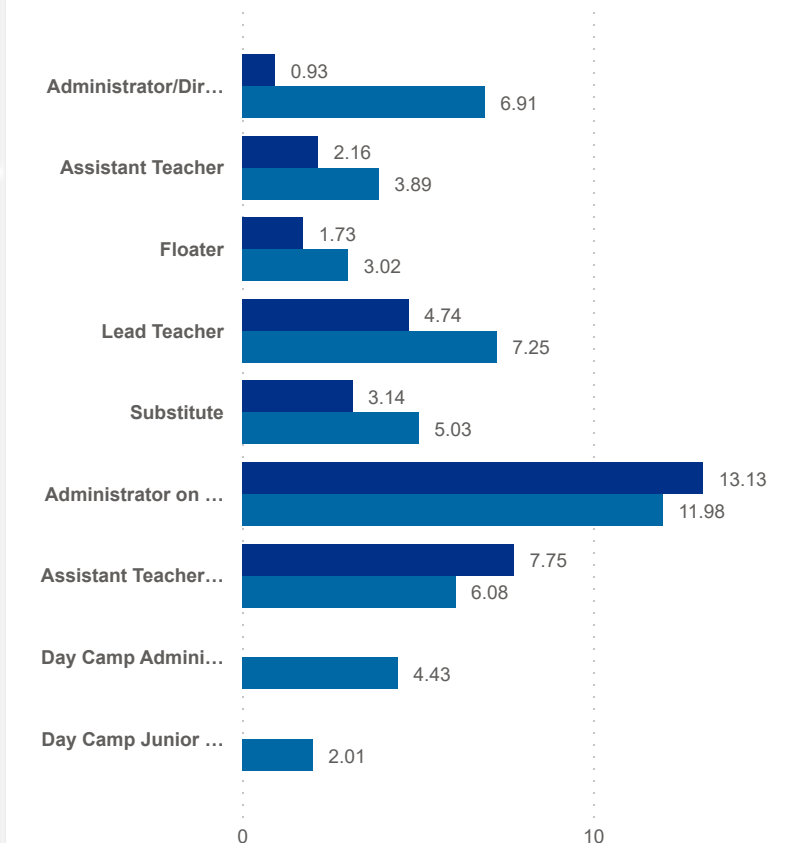
STAYER (Hourly Wage MED)

**14.30**

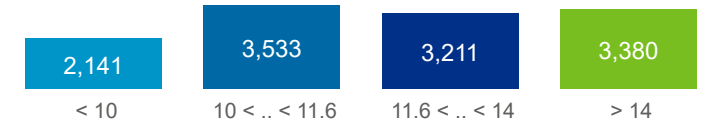
● Leaver % ● Stayer %



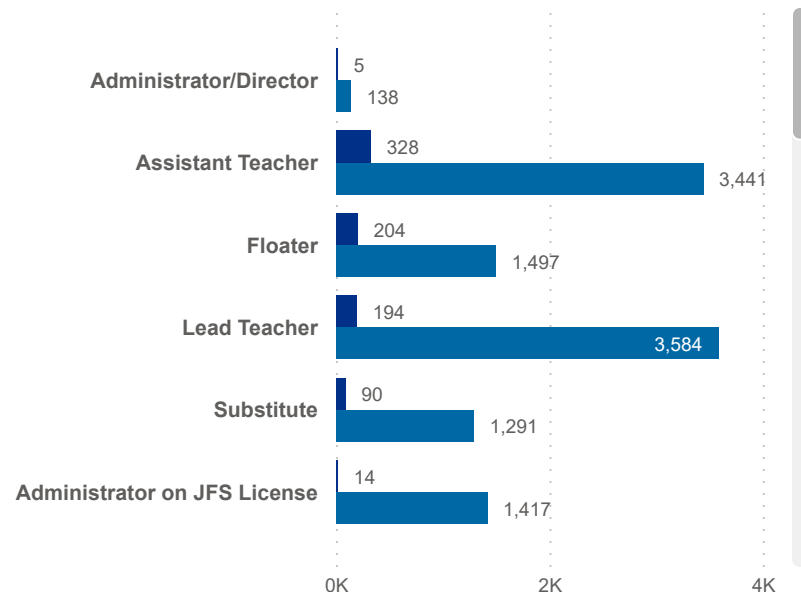
Worker Status: ● Leaver ● Stayer



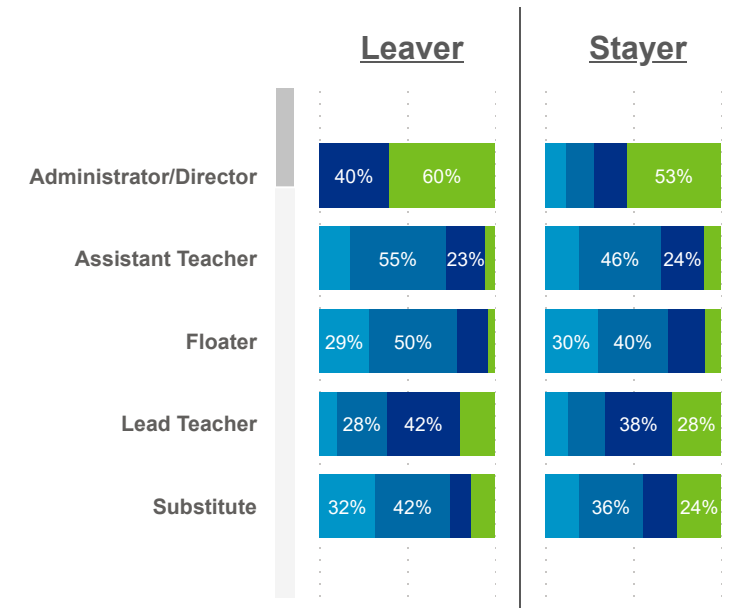
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



● 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:

### NUMBER OF WORKERS

### AVG ECE DURATION (In Years)

### HOURLY WAGE BANDS (USD)

LEAVER

STAYER

LEAVER

STAYER

LEAVER (Hourly Wage MED)

STAYER (Hourly Wage MED)

**6.44%**

**93.56%**

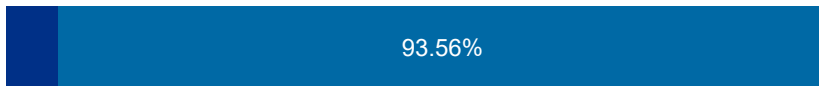
**2.90**

**5.83**

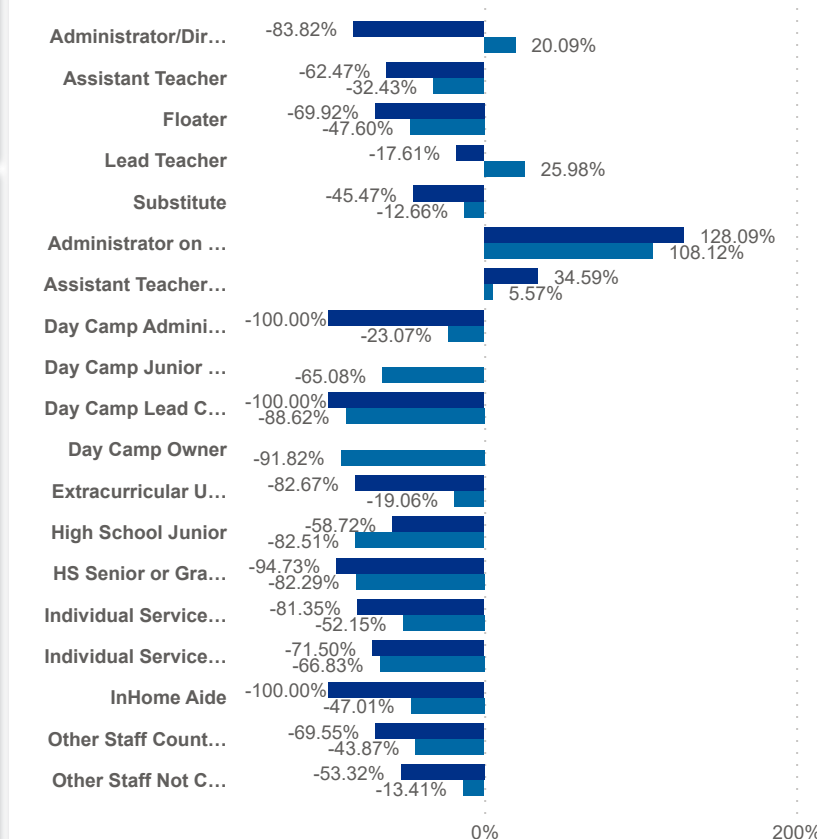
**13.00**

**14.30**

● Leaver % ● Stayer %



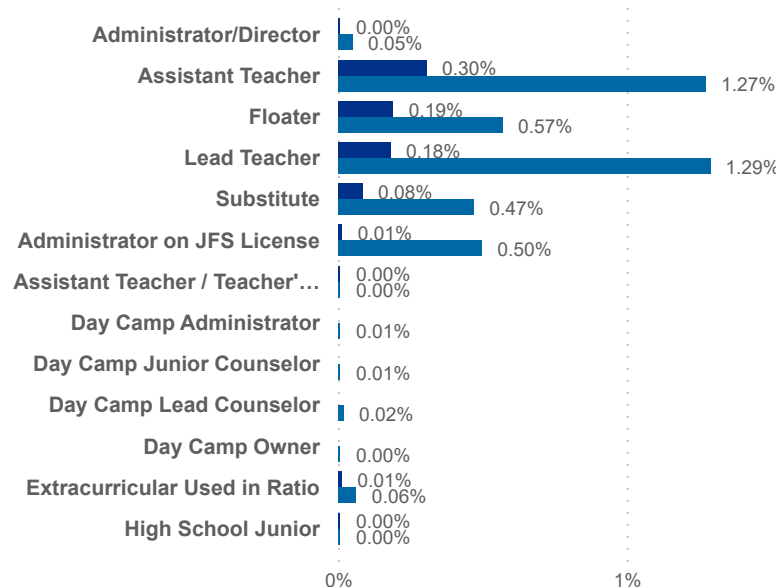
Worker Status: ● Leaver ● Stayer



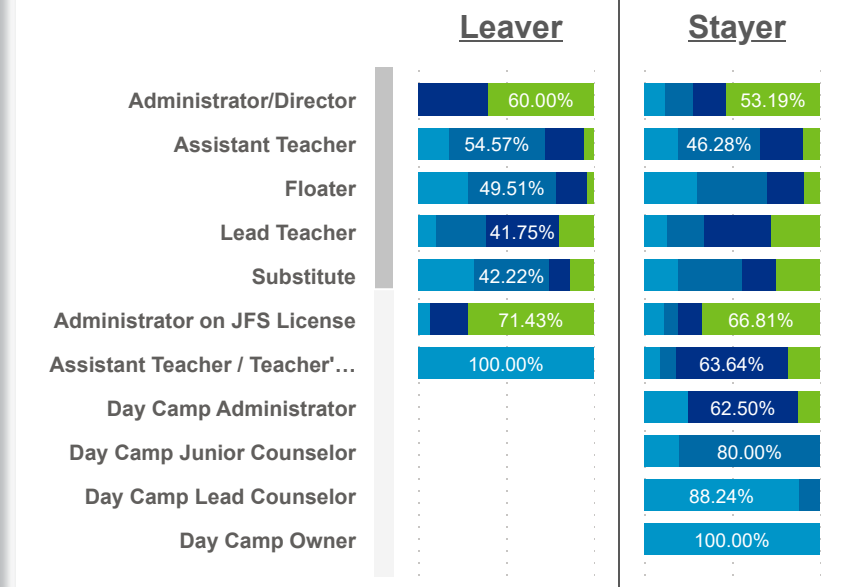
Wage Bands: ● < 10 ● 10 < .. < 11.6 ● 11.6 < .. < 14 ● > 14



Worker Status: ● Leaver ● Stayer



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



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

SDA>County: SDA 4 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

**LEAVER (Avg Career Duration)**

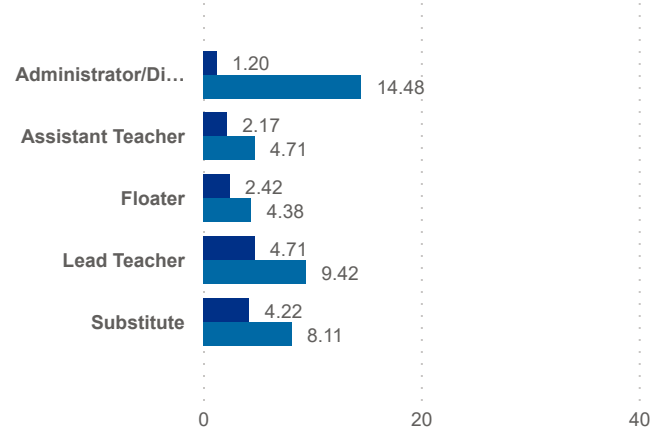
4.14

**STAYER (Avg Career Duration)**

9.73

**Avg Career Duration by Job Title**

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Medina	Administrator/Director	2.83	10.00	Early	19.56	
Stark	Administrator/Director	3.75	10.00	Early	35.50	
Summit	Administrator/Director	3.25	10.00	Early	15.60	
Summit	Administrator/Director	1.83	10.57	Early	2.79	
Medina	Administrator/Director	0.75	11.62	Early	17.20	5.00
Stark	Administrator/Director	0.01	12.45	Early	15.88	5.00
Mahoning	Administrator/Director	1.78	13.00	Early	9.20	4.50
Portage	Administrator/Director	0.86	13.00	Early	6.00	
Mahoning	Administrator/Director	1.14	13.10	Early	9.33	
Mahoning	Administrator/Director	1.33	13.65	Early	9.30	5.00
Portage	Administrator/Director	0.75	13.71	Early	7.43	5.00
Medina	Administrator/Director	0.75	13.82	Early	10.20	5.00

**TOTAL STAYER**

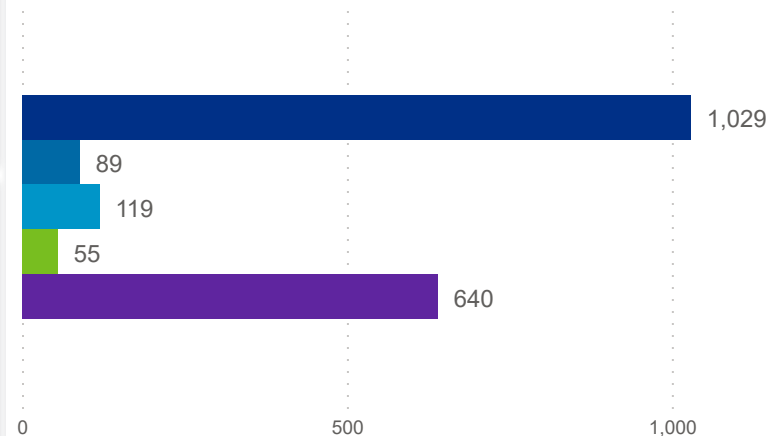
14,901

**STAYER (Promotion)**

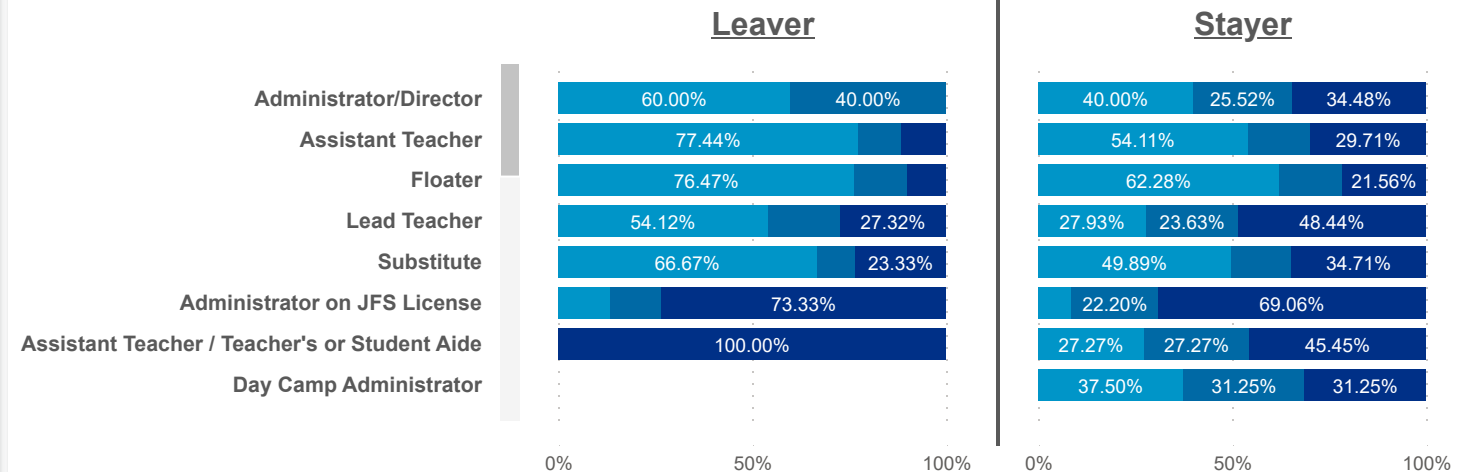
119

**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 4 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

LEAVER (Avg Career Duration)

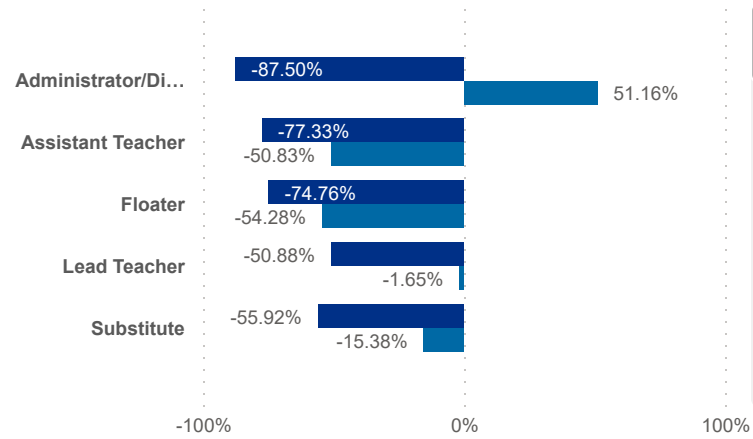
4.14

STAYER (Avg Career Duration)

9.73

**Avg Career Duration by Job Title vs Mean**

Worker Status: ● Leaver ● Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Stark	Assistant Teacher	0.00	9.95	Early	49.50	
Stark	Assistant Teacher	0.00	11.65	Early	2.92	4.00
Stark	Assistant Teacher	0.00	12.90	Early	2.92	4.00
Stark	Assistant Teacher	0.00	12.10	Mid	5.58	
Summit	Assistant Teacher	0.00	13.63	Mid	5.07	5.00
Stark	Assistant Teacher	0.00	9.30	Senior	9.09	
Trumbull	Assistant Teacher	0.00	10.65	Senior	5.11	1.00
Stark	Floater	0.00	12.05	Early	9.09	
Mahoning	Floater	0.00	12.75	Early	0.00	
Medina	Floater	0.00	17.50	Mid	5.67	4.00
Trumbull	Floater	0.00	9.80	Senior	9.92	4.00
Mahoning	Lead Teacher	0.00	10.25	Early	5.25	1.00

TOTAL STAYER

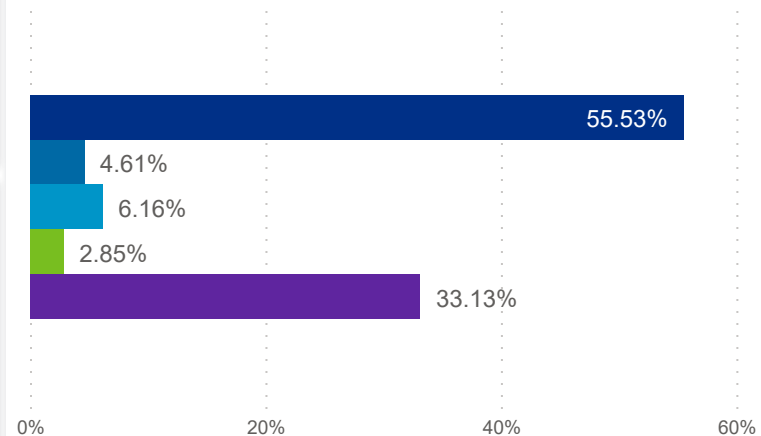
14,901

STAYER (Promotion)

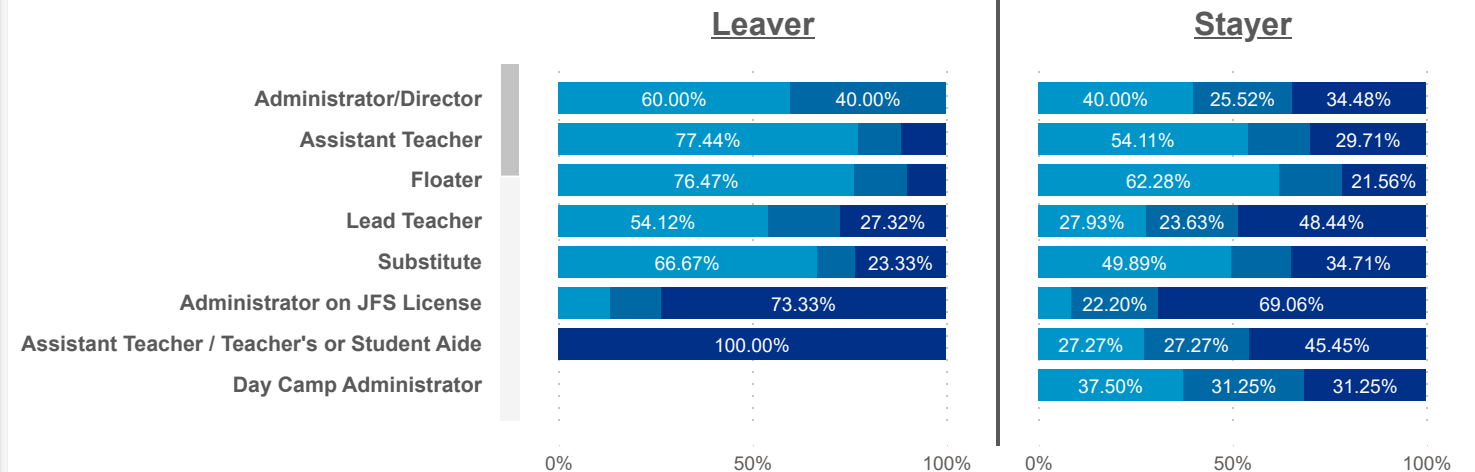
119

**Turnover Reasons**

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Seniority: ● Early ● Mid ● Senior



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

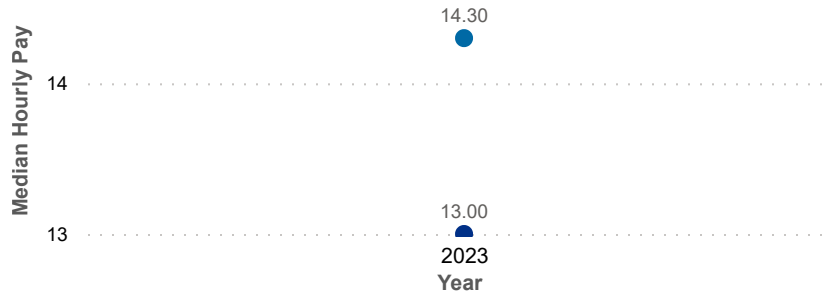
SDA>County: 
 Star Rating: 
 Total Duration:  
 Center Type: 
 Education:

### PAY MEDIAN (USD)

**LEAVER**  
**13.00**

**STAYER**  
**14.30**

Worker Status:  Leaver  Stayer

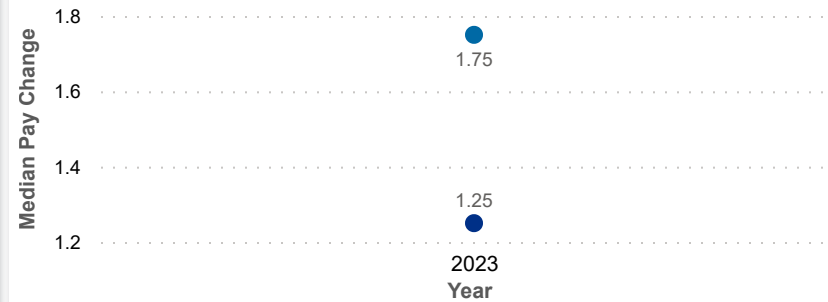


### PAY PROGRESSION (USD)

**LEAVER**  
**0.52**

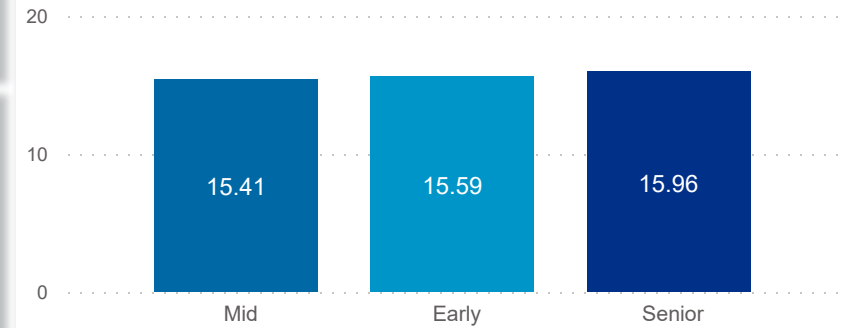
**STAYER**  
**0.91**

Worker Status:  Leaver  Stayer

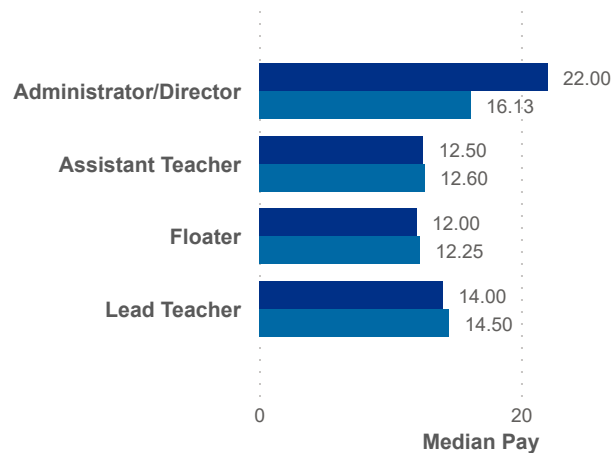


### PAY & CAREER SENIORITY (USD)

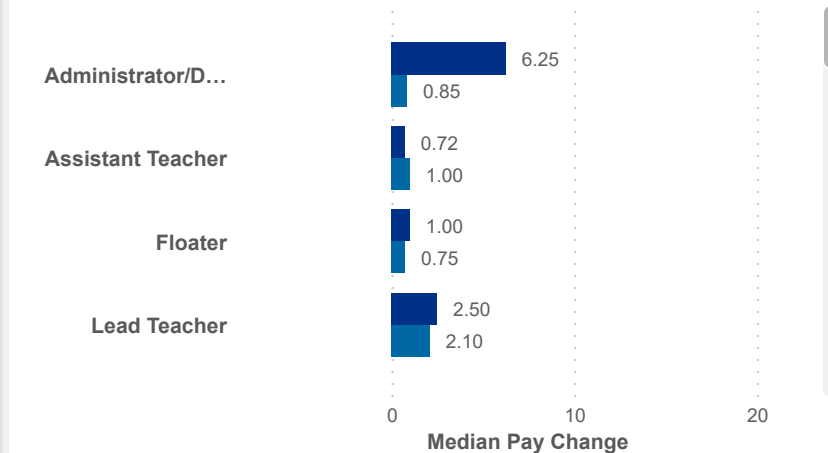
Seniority:  Mid  Early  Senior



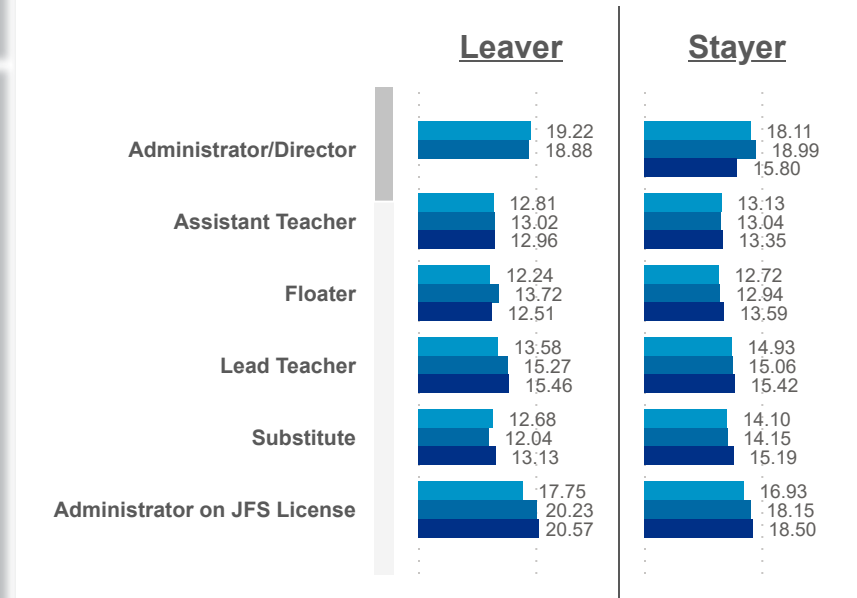
Worker Status:  Leaver  Stayer



Worker Status:  Leaver  Stayer



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)

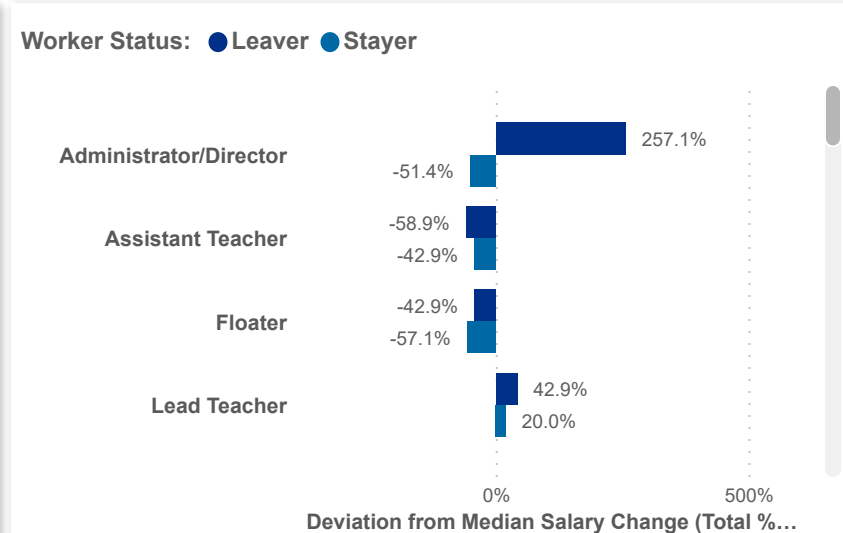
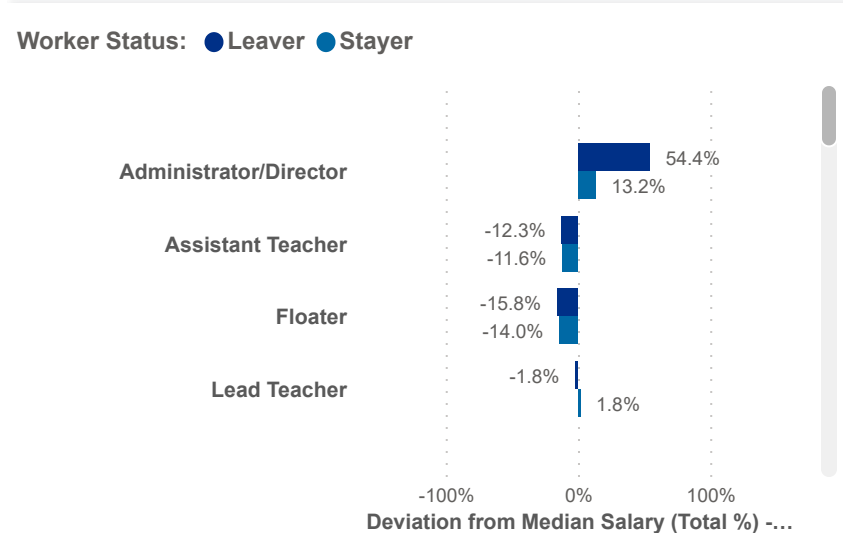
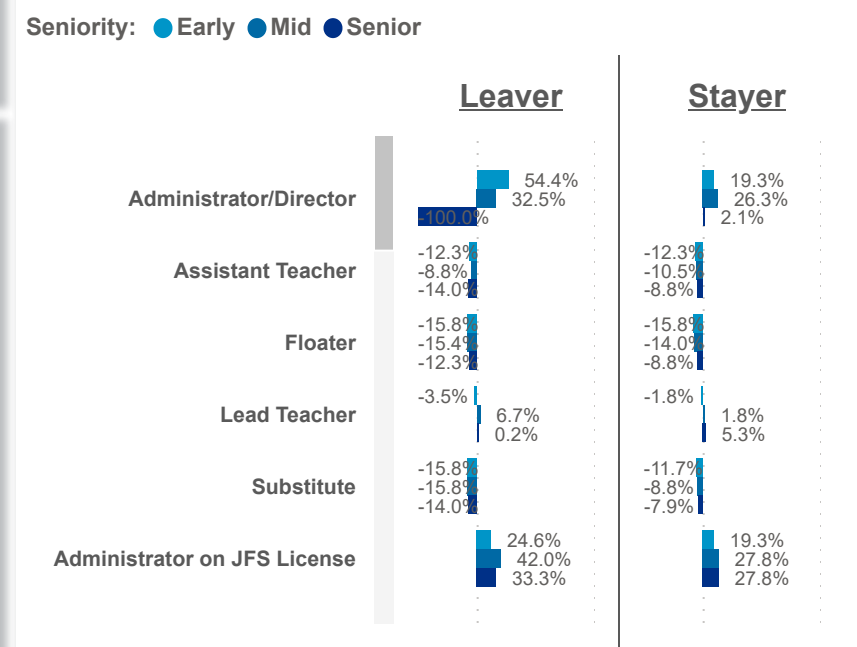
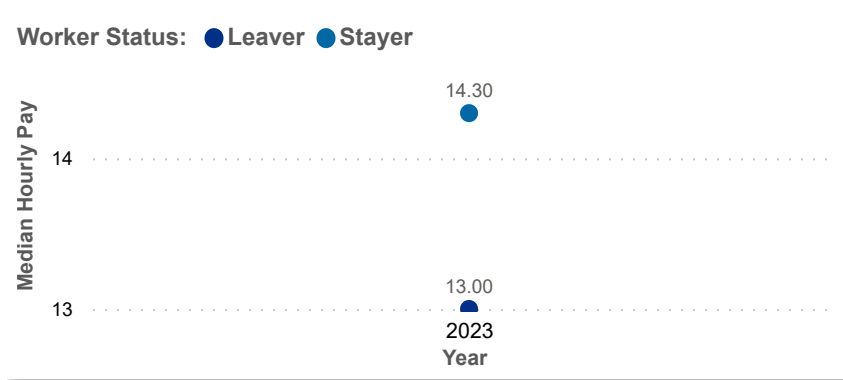
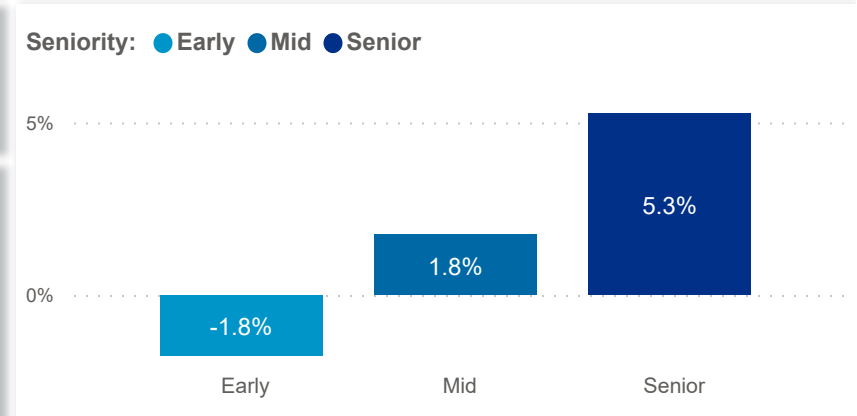
### PAY & CAREER SENIORITY (USD)

**LEAVER**  
13.00

**STAYER**  
14.30

**LEAVER**  
0.52

**STAYER**  
0.91



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

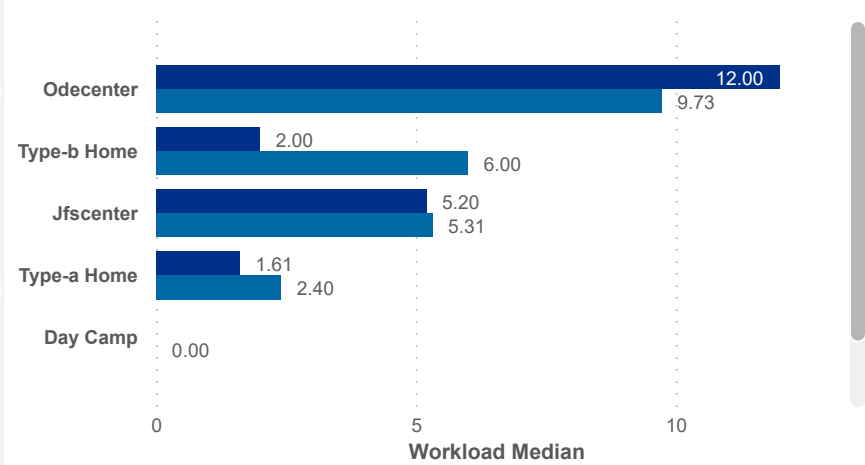
SDA>County: SDA 4 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

**5.52**

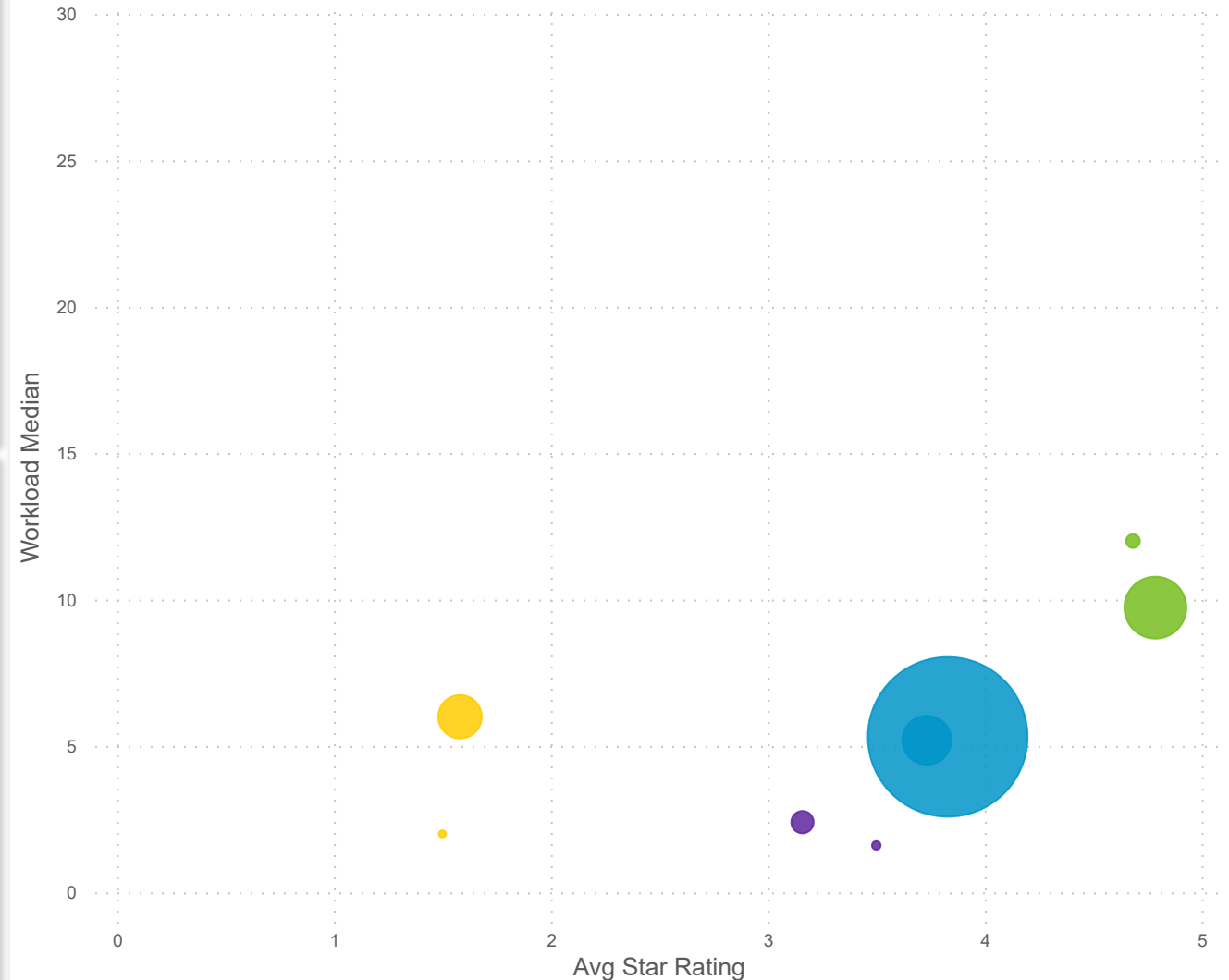
Workload Median

Worker status ● Leaver ● Stayer



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

Center Type: ● Day Camp ● Inhome Aide ● Jfscenter ● Odecenter ● Type-a Home ● Type-b Home



Workload Median (Leaver)

**5.24**

Workload Median (Stayer)

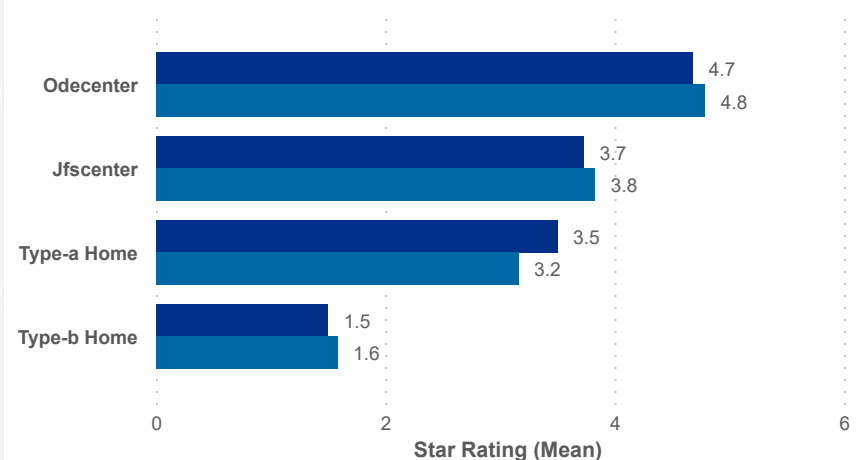
**5.54**

Star Rating Mean (Total)

**3.83**

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

**3.76**

Star Rating Mean (Stayer)

**3.83**

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

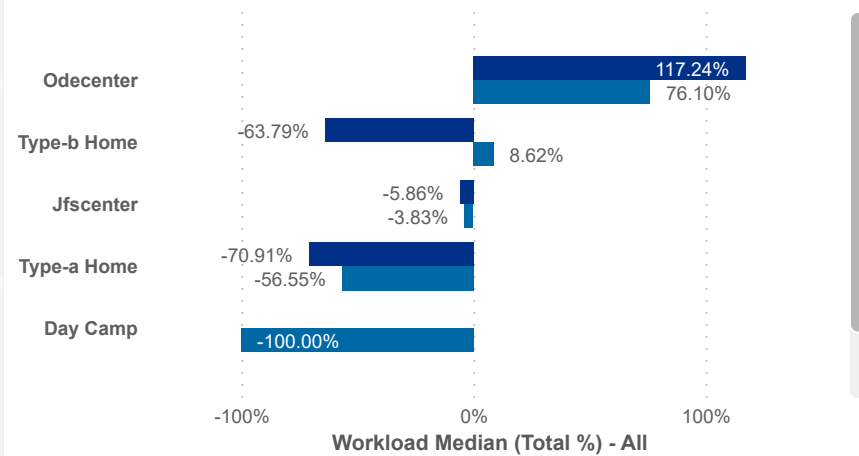
SDA>County: SDA 4 Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

**5.52**

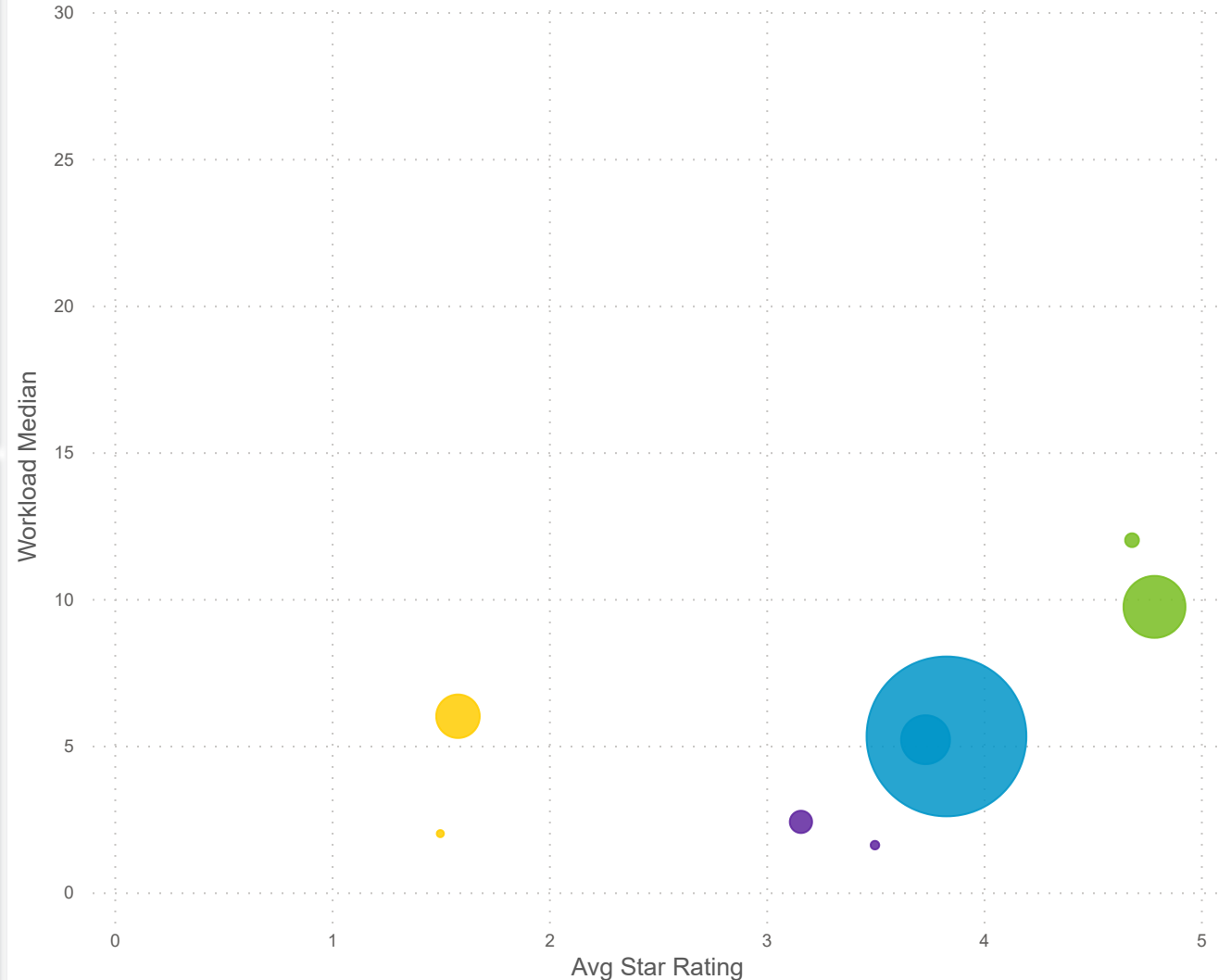
Workload Median (Total %)

Worker status ● Leaver ● Stayer



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

Center Type: ● Day Camp ● Inhome Aide ● Jfscenter ● Odecenter ● Type-a Home ● Type-b Home

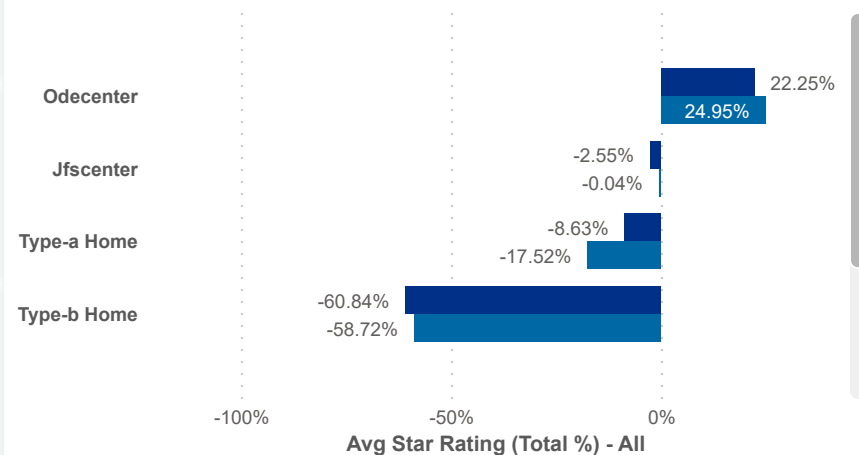


Workload Median (Leaver)

**5.24**

Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



Workload Median (Stayer)

**5.54**

Star Rating Mean (Total)

**3.83**

Star Rating Mean (Leaver)

**3.76**

Star Rating Mean (Stayer)

**3.83**