

Pinal County Human Resources – Compensation

Market Study and Recommendation – Education Assistant (Detention)

April 2024

Background: A request was made to create a new job classification of Education Assistant. Education Assistants are responsible for performing a range of instructional support tasks to assist teaching staff in a detention setting. Education Assistants coordinate instructional efforts with the classroom teacher, assist students with lesson assignments, and reinforce learning concepts.

Analysis: Preliminary actions in preparation for the market salary study were to develop a job classification description that accurately reflects the essential duties of the position and compare it to similar classifications in the market. The proposed new job classification title is as follows:

Proposed Job Classification Title
Education Assistant (Detention)

After a review of the proposed job classification and comparator agency positions, market salary data for similar functioning classifications was gathered from local comparator agencies. As job classification titles can vary among different agencies, the compensation analysis reviewed positions with comparable essential duties and responsibilities.

This review found limited external data amongst our traditional comparator agencies. As a result, data from local school districts is also included.

Comparator Agencies

Agency	Job Classification Title	Minimum	Midpoint	Maximum
Maricopa County	Educator Assistant	\$31,200	\$37,440	\$43,680
Mohave County	Teacher's Assistant	\$31,803	\$40,342	\$48,880
Average:		\$31,502	\$38,891	\$46,280
Equivalent Pinal County Grade 04		\$30,433	\$38,042	\$45,650

Local School Districts

Agency	Job Classification Title	Minimum	Midpoint	Maximum
Florence Unified School District	Paraprofessional – Level I	\$33,280 (\$16.00)	\$39,520 (\$19.00)	\$45,760 (\$22.00)
Queen Creek Unified School District	Instructional Assistant	\$32,094 (\$15.43)	\$37,877 (\$18.21)	\$43,950 (\$21.13)

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JO Combs School District	Paraprofessional	\$28,829 (\$13.86)	NA	NA
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Note: The duties of the Education Assistant are similar in nature to the Paraprofessional title used in K-12 school districts. The title of Education Assistant was chosen as it aligns more closely to our county comparators.

Pinal County Pay Grades			
Grade 04	\$30,433	\$38,042	\$45,650
Grade 05	\$33,172	\$41,465	\$49,758
Grade 06	\$36,157	\$45,197	\$54,236


Recommendation:


The standard practice that has been applied in Pinal County is to base market pay grades on the midpoint average of our market comparators. Generally, the grade closest to the midpoint average is used. Based on a review of market salary data gathered from local comparator agencies, the recommended pay grade for this classification is **Grade 04**:

Job Classification Title	Grade	Minimum	Midpoint	Maximum
Education Assistant (Detention)	04	\$30,433	\$38,042	\$45,650

Reviewed by Kim Verdugo 4/12/2024

Human Resources Department Review	
HR Director or Designee Signature: 	Date: 4/22/2024

Office of Management and Budget Review	
Budget Director or Designee Signature: 	Date: 4/24/24

County Manager Approval	
County Manager or Designee Signature: 	Date: 4/24/2024