



NEA Education Support Professional Earnings Report

April 2023

Key Findings

- There are over 3.0 million education support professionals (ESPs) working in public education, 75 percent of whom work in K–12 schools, and 25 percent of whom work at higher education institutions. (Table 1)
- In K–12 schools, the most common career family for ESPs is paraeducator (40.3 percent), followed by clerical (16.0 percent) and custodial (15.3 percent). For higher education, clerical positions are the most common (38.0 percent), followed by paraeducators, including graduate assistants (19.3 percent), and technical services (15.1 percent). (Tables 2b and 2c)
- More than three-quarters of all ESPs (75.7 percent) work full time, which is defined as 30 or more hours per week. This is slightly higher for those working at K–12 schools (79.6 percent) and slightly lower in higher education (64.4 percent). (Tables 3a, 3b and 3)
- Among ESPs working full-time, the average earnings in 2021-22 was \$35,401. This average was slightly lower for K–12 (\$33,177) and higher in higher education (\$44,292). (Table 4)
 - The District of Columbia had the highest average K–12 ESP full-time earnings at \$43,811. The average K–12 ESP full-time earnings was above \$40,000 in only four states (District of Columbia, Delaware, Alaska, and New Jersey).
 - Mississippi had the lowest average K–12 ESP full-time earnings at \$25,826. The average K–12 ESP full-time earnings was below \$28,000 in seven states (Mississippi, Oklahoma, Idaho, Kentucky, Kansas, Tennessee, and New Mexico).
 - New Jersey had the highest average full-time earnings for ESPs working in higher education at \$53,200. The average full-time earnings for ESPs working in higher education was above \$50,000 in only three states (New Jersey, Connecticut, and California).
 - Mississippi had the lowest average full-time earnings for ESPs working in higher education at \$34,898. The average full-time earnings for ESPs working in higher education was below \$38,000 in nine states (Mississippi, Idaho, South Dakota, Arkansas, New Mexico, Maine, Oklahoma, Kentucky, Vermont, and Tennessee).
- More than a third (34.6 percent) of all ESPs working full-time earn less than \$25,000 per year, and 11.7 percent earn less than \$15,000. Among those working in K–12 schools, 39.6 percent earn less than \$25,000, and 13.0 percent earn less than \$15,000. Within higher education, 16.4 percent earn less than \$25,000, and 6.9 percent earn less than \$15,000. (Tables 5a, 5b, and 5c)
- The average earnings for ESP rose from \$31,905 in 2012-13 to \$35,401 in 2021-22. However, when adjusted for inflation, the average earnings for ESP fell from \$31,905 to \$28,734 in constant 2013 dollars. (Figure 1)

- In states where there are bargaining laws covering ESPs, the average earnings is \$37,695. In states that do not have a bargaining law but where bargaining may take place, the average ESP earnings is \$32,992. In states where bargaining is prohibited, the average ESP earnings is \$31,497. (Figure 2)
- In a recent NEA survey of its members, nearly a third (32 percent) of PK-12 ESPs said they were having a serious issue making a living wage, and another 21 percent said this was a moderate problem for them. More than a quarter of PK-12 ESP reported participating in or utilizing assistance programs, with seven percent utilizing free grocery or free meal programs, 7 percent participating in Medicaid, and 4 percent using SNAP benefits.
- In the same NEA member survey, about three-quarters of PK-12 ESP (77 percent) reported not working a full 12-month contract. Just under a quarter of this group (21 percent) reported being laid off at the end of the school year, with only 8 percent stating that they are eligible for unemployment benefits during the time that they are laid off.

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About this Report

This report provides earnings data for education support professionals (ESPs) working in K–12 schools and higher education institutions. The data are from the U.S. Census Bureau’s American Community Survey (ACS), a large, continuously collected survey that uses a nationwide sample. As a result, the data presented here provide a picture of ESPs working in public schools as a whole rather than NEA’s ESP membership. Earnings averages are calculated using five years of ACS data (2016–2020), while other tables use three years of data (2018–20). Earnings data are adjusted to 2021 dollars and are termed 2021–2022 to reflect the academic calendar.

Table 1
Work Force by Level
Total, K-12, and Higher Ed ESP by State, 2020

	Total	K-12	Higher Ed
United States	3,001,053	2,243,749	757,304
Alabama	43,768	31,080	12,688
Alaska	8,263	7,443	820
Arizona	67,581	49,879	17,702
Arkansas	27,251	21,135	6,116
California	362,228	271,760	90,468
Colorado	50,459	35,344	15,115
Connecticut	31,467	23,610	7,857
Delaware	9,976	8,309	1,667
District of Columbia	5,907	4,998	909
Florida	147,953	110,322	37,631
Georgia	102,574	74,765	27,809
Hawaii	14,745	10,179	4,566
Idaho	16,162	11,955	4,207
Illinois	109,446	77,379	32,067
Indiana	56,725	41,697	15,028
Iowa	38,031	25,774	12,257
Kansas	39,977	28,271	11,706
Kentucky	45,912	36,290	9,622
Louisiana	43,529	31,735	11,794
Maine	10,795	8,931	1,864
Maryland	58,012	41,166	16,846
Massachusetts	61,103	46,249	14,854
Michigan	73,918	49,026	24,892
Minnesota	55,244	41,520	13,724
Mississippi	31,979	23,714	8,265
Missouri	47,926	36,085	11,841
Montana	12,366	8,848	3,518
Nebraska	21,073	14,404	6,669
Nevada	21,891	18,189	3,702
New Hampshire	12,570	10,031	2,539
New Jersey	83,556	69,461	14,095
New Mexico	26,008	19,352	6,656
New York	212,265	173,125	39,140
North Carolina	87,940	58,008	29,932
North Dakota	8,640	5,648	2,992
Ohio	95,439	69,703	25,736
Oklahoma	40,485	29,867	10,618
Oregon	42,289	30,387	11,902
Pennsylvania	80,723	62,475	18,248
Rhode Island	8,857	5,826	3,031
South Carolina	44,558	33,550	11,008
South Dakota	11,189	8,543	2,646
Tennessee	55,007	43,042	11,965
Texas	287,855	224,311	63,544
Utah	38,314	26,119	12,195
Vermont	6,443	5,242	1,201
Virginia	87,298	64,899	22,399
Washington	74,601	56,694	17,907
West Virginia	20,151	14,268	5,883
Wisconsin	49,776	35,048	14,728
Wyoming	10,828	8,093	2,735

Table 2a
Career Families
Total ESP Work Force by State, 2020

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0 %	14.6 %	1.9 %	9.5 %	1.9 %	35.0 %	21.6 %	6.4 %	2.1 %	7.0 %
Alabama	100.0	11.1	1.8	13.9	2.7	25.3	22.7	5.8	2.3	14.5
Alaska	100.0	18.8	1.3	5.7	1.4	42.5	19.6	4.8	0.4	5.4
Arizona	100.0	15.3	2.2	5.4	2.3	34.8	22.3	6.5	2.8	8.3
Arkansas	100.0	16.8	1.0	13.3	0.7	30.1	23.9	5.8	1.0	7.4
California	100.0	12.8	1.8	9.0	2.8	38.1	22.9	6.9	2.4	3.4
Colorado	100.0	13.9	1.7	10.1	1.8	31.5	23.0	7.2	2.4	8.3
Connecticut	100.0	15.6	3.6	6.5	2.2	43.0	21.3	5.6	0.8	1.3
Delaware	100.0	18.4	1.4	13.5	0.5	33.6	19.3	4.4	3.3	5.6
District of Columbia	100.0	12.9	1.6	3.8	0.4	47.3	14.8	9.0	6.6	3.7
Florida	100.0	14.6	3.3	9.9	1.5	29.3	22.6	8.8	2.8	7.1
Georgia	100.0	12.9	1.9	10.5	1.4	32.1	22.1	5.4	2.2	11.4
Hawaii	100.0	16.2	3.2	7.4	2.4	40.4	24.5	5.4	0.4	0.1
Idaho	100.0	14.3	1.4	9.9	2.6	37.1	22.1	4.7	2.3	5.8
Illinois	100.0	16.3	3.3	7.8	2.0	34.3	22.3	6.6	2.1	5.5
Indiana	100.0	16.1	0.7	12.3	0.8	31.1	19.2	7.8	1.5	10.5
Iowa	100.0	15.8	1.5	9.2	2.6	36.4	20.4	6.1	1.4	6.6
Kansas	100.0	13.9	1.1	8.3	1.1	40.9	22.2	5.6	1.7	5.2
Kentucky	100.0	12.3	1.5	14.1	1.8	32.1	20.4	3.8	1.1	12.9
Louisiana	100.0	15.5	0.7	10.9	1.6	31.3	23.9	4.3	1.2	10.6
Maine	100.0	11.4	0.2	15.5	0.1	27.9	24.5	2.8	1.0	16.5
Maryland	100.0	16.8	2.2	9.0	1.1	33.8	19.7	6.7	4.0	6.9
Massachusetts	100.0	12.0	1.1	12.1	2.5	44.4	18.8	5.1	1.5	2.6
Michigan	100.0	11.0	1.6	8.4	2.0	37.5	24.4	5.9	1.4	7.9
Minnesota	100.0	13.1	0.8	8.7	1.9	44.1	18.9	5.7	2.3	4.6
Mississippi	100.0	15.1	2.2	15.9	1.0	28.2	23.0	5.8	1.2	7.7
Missouri	100.0	17.6	0.6	8.8	2.7	33.6	21.1	5.3	2.7	7.6
Montana	100.0	26.3	1.7	12.8	0.8	26.6	18.8	8.1	0.5	4.4
Nebraska	100.0	15.7	1.2	11.5	2.1	35.1	22.3	5.5	2.1	4.7
Nevada	100.0	13.2	3.5	6.7	4.3	33.1	19.3	7.4	2.0	10.6
New Hampshire	100.0	16.9	0.4	7.4	1.6	48.4	16.2	4.6	1.6	3.0
New Jersey	100.0	15.8	3.6	3.9	0.9	43.9	20.7	5.6	1.1	4.6
New Mexico	100.0	15.0	2.4	12.2	2.0	34.2	18.2	8.4	2.1	5.4
New York	100.0	14.8	3.0	6.1	1.2	42.6	19.6	5.2	1.7	5.7
North Carolina	100.0	13.2	1.5	11.9	2.6	28.5	22.6	7.0	2.8	9.9
North Dakota	100.0	20.6	0.2	11.7	2.3	31.7	16.4	9.6	0.6	6.8
Ohio	100.0	15.1	2.1	10.3	2.5	32.4	19.5	5.3	1.7	11.0
Oklahoma	100.0	14.1	1.6	13.4	0.9	34.3	22.5	5.8	1.7	5.8
Oregon	100.0	10.9	1.8	8.3	1.5	38.6	23.5	9.6	0.5	5.2
Pennsylvania	100.0	19.2	2.0	9.5	1.6	31.2	22.4	5.3	2.9	5.7
Rhode Island	100.0	16.5	1.2	4.3	2.8	46.1	21.4	4.0	2.9	0.9
South Carolina	100.0	18.4	0.8	8.6	2.2	29.5	23.7	6.4	2.1	8.2
South Dakota	100.0	15.7	1.0	11.8	1.8	37.6	20.3	3.0	0.6	8.1
Tennessee	100.0	12.0	1.4	12.7	1.4	37.8	20.9	4.7	1.9	7.2
Texas	100.0	16.0	1.7	11.8	2.0	30.5	21.7	7.3	2.5	6.5
Utah	100.0	17.0	0.6	6.5	4.9	32.3	21.4	7.9	2.2	7.2
Vermont	100.0	16.0	0.3	5.9	1.7	42.0	20.8	7.4	1.5	4.4
Virginia	100.0	12.5	1.2	10.0	1.9	30.4	20.2	8.5	2.3	13.1
Washington	100.0	11.2	1.6	6.0	2.2	39.3	22.1	6.8	2.0	8.9
West Virginia	100.0	15.3	2.0	12.9	2.0	26.6	20.4	3.4	4.6	12.8
Wisconsin	100.0	15.0	0.5	9.1	2.4	35.8	22.8	7.3	2.9	4.2
Wyoming	100.0	18.0	0.5	5.0	0.0	45.6	12.7	7.5	1.3	9.5

Table 2b
Career Families
K-12 ESP Work Force by State, 2020

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0 %	15.8 %	1.4 %	11.5 %	1.5 %	39.4 %	16.3 %	3.4 %	1.5 %	9.2 %
Alabama	100.0	13.5	0.7	17.8	2.5	25.0	17.1	1.6	1.8	19.9
Alaska	100.0	13.0	1.0	8.9	0.2	46.2	23.2	1.4	0.5	5.8
Arizona	100.0	16.9	2.1	9.1	1.9	38.3	15.6	3.3	2.1	10.7
Arkansas	100.0	20.2	0.6	15.7	0.5	28.8	20.7	1.7	0.7	11.0
California	100.0	14.1	1.8	10.4	2.6	44.8	17.0	3.4	1.8	4.3
Colorado	100.0	16.5	1.1	12.9	2.2	31.1	19.7	5.4	2.3	8.8
Connecticut	100.0	16.3	3.7	7.0	2.8	47.9	15.5	3.9	1.1	1.8
Delaware	100.0	23.3	1.0	10.3	0.6	32.8	22.4	1.7	1.4	6.5
District of Columbia	100.0	15.1	1.3	4.4	1.8	53.2	11.7	4.4	1.4	6.7
Florida	100.0	15.9	2.1	12.3	1.5	31.2	17.6	5.3	3.3	10.8
Georgia	100.0	13.8	0.4	14.6	1.1	32.5	16.4	3.9	1.2	16.0
Hawaii	100.0	14.5	2.2	8.5	3.0	49.7	19.6	1.9	0.5	0.0
Idaho	100.0	14.9	0.0	11.4	1.8	44.8	16.7	2.4	1.2	6.8
Illinois	100.0	18.5	2.5	8.7	1.5	42.8	15.8	2.9	0.8	6.6
Indiana	100.0	18.1	0.4	15.0	0.6	33.2	12.0	4.4	1.2	15.0
Iowa	100.0	14.1	1.3	8.9	0.5	48.0	15.3	3.1	0.2	8.6
Kansas	100.0	16.6	0.8	11.0	1.4	44.7	14.5	3.3	1.4	6.3
Kentucky	100.0	14.2	0.4	16.9	0.7	34.3	14.7	1.6	1.0	16.3
Louisiana	100.0	15.3	0.4	15.1	0.6	35.1	13.6	2.3	1.6	16.0
Maine	100.0	15.3	0.0	15.4	1.3	30.3	20.0	3.5	1.4	12.9
Maryland	100.0	18.0	0.6	11.7	1.0	38.6	13.8	3.0	2.9	10.4
Massachusetts	100.0	12.9	0.5	12.5	1.8	52.6	13.4	3.2	0.3	2.9
Michigan	100.0	11.0	1.0	8.9	0.8	46.5	17.4	2.7	0.7	11.0
Minnesota	100.0	12.6	0.0	11.2	1.5	51.3	13.0	2.4	2.5	5.4
Mississippi	100.0	15.5	0.6	17.9	0.6	32.6	15.6	2.9	0.9	13.3
Missouri	100.0	23.3	0.4	11.6	1.2	37.6	13.5	2.1	1.3	9.0
Montana	100.0	27.5	0.2	10.9	0.2	37.2	11.4	5.7	1.8	5.0
Nebraska	100.0	12.7	0.3	13.1	2.1	43.3	13.1	4.9	1.9	8.6
Nevada	100.0	16.7	3.6	10.4	2.9	32.3	14.9	4.8	2.0	12.5
New Hampshire	100.0	15.8	0.6	8.2	1.3	50.6	13.3	3.7	0.5	5.8
New Jersey	100.0	16.4	2.8	4.2	0.5	50.3	17.1	2.8	0.8	5.0
New Mexico	100.0	16.4	3.4	15.6	1.8	40.1	13.7	3.2	1.4	4.5
New York	100.0	14.6	2.4	7.1	0.8	47.7	16.1	2.8	1.0	7.4
North Carolina	100.0	13.2	0.6	15.1	1.8	36.5	13.9	2.8	2.2	13.8
North Dakota	100.0	13.5	0.9	12.8	0.0	44.2	12.1	5.1	0.6	10.9
Ohio	100.0	19.1	1.3	11.3	0.9	34.5	15.8	2.6	0.7	13.9
Oklahoma	100.0	14.0	1.0	15.2	1.9	37.2	17.5	3.3	1.0	8.9
Oregon	100.0	11.1	1.4	10.1	1.1	45.1	20.7	3.8	0.4	6.2
Pennsylvania	100.0	17.5	2.0	11.1	1.4	37.2	18.1	2.9	2.2	7.7
Rhode Island	100.0	15.2	0.0	1.4	2.7	49.7	23.8	4.1	1.8	1.2
South Carolina	100.0	20.3	0.4	12.8	1.0	31.6	18.5	2.9	1.9	10.6
South Dakota	100.0	19.4	0.5	14.3	1.2	40.1	11.8	0.2	0.2	12.2
Tennessee	100.0	12.9	0.7	15.8	0.7	42.7	14.9	2.1	1.2	9.1
Texas	100.0	18.9	1.5	14.6	1.6	31.1	17.8	3.9	2.0	8.7
Utah	100.0	21.1	0.1	10.8	1.5	38.4	14.0	3.8	1.4	8.9
Vermont	100.0	16.1	0.1	8.0	1.8	44.8	19.3	7.2	0.2	2.4
Virginia	100.0	12.9	0.7	13.5	1.0	31.2	16.1	4.9	1.2	18.4
Washington	100.0	12.7	1.1	7.1	1.4	44.7	16.7	3.9	1.3	11.0
West Virginia	100.0	17.2	0.2	16.5	1.8	27.0	15.1	2.8	4.0	15.2
Wisconsin	100.0	15.9	0.4	12.2	2.1	38.8	19.2	3.7	1.8	5.9
Wyoming	100.0	15.9	0.2	5.3	0.5	47.6	13.4	2.5	2.6	12.0

Table 2c
Career Families
Higher Ed ESP Work Force by State, 2020

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0 %	15.3 %	1.5 %	11.4 %	1.5 %	40.3 %	16.0 %	3.5 %	1.6 %	9.0 %
Alabama	100.0	12.5	0.6	19.3	2.2	26.2	15.1	2.4	1.4	20.3
Alaska	100.0	20.9	1.4	6.4	0.2	46.9	16.1	1.8	0.4	6.0
Arizona	100.0	16.8	2.4	6.3	2.2	39.9	16.0	2.8	2.5	11.2
Arkansas	100.0	19.1	0.6	17.0	0.7	31.8	17.3	4.0	0.3	9.3
California	100.0	13.4	1.5	10.4	2.4	45.0	17.4	3.8	1.9	4.2
Colorado	100.0	14.2	1.2	11.6	1.8	36.2	16.1	5.6	2.4	11.0
Connecticut	100.0	15.1	4.2	6.8	2.4	50.1	15.5	3.4	0.8	1.7
Delaware	100.0	20.6	0.8	16.2	0.0	35.0	13.9	4.4	2.9	6.3
District of Columbia	100.0	12.6	1.9	4.0	0.5	51.5	15.0	2.8	7.4	4.3
Florida	100.0	15.5	3.5	12.8	1.3	32.7	16.4	5.7	2.8	9.3
Georgia	100.0	13.4	1.0	12.5	1.0	35.2	17.0	3.0	1.7	15.3
Hawaii	100.0	16.9	1.6	9.2	3.0	48.3	18.8	2.1	0.0	0.0
Idaho	100.0	14.9	0.2	13.3	2.4	42.1	16.0	2.4	1.1	7.6
Illinois	100.0	17.7	2.7	8.5	1.4	41.6	16.2	3.6	0.9	7.4
Indiana	100.0	17.6	0.3	15.4	0.5	35.5	12.3	3.9	0.5	13.9
Iowa	100.0	15.9	1.5	9.5	0.8	45.6	14.5	2.9	0.5	8.9
Kansas	100.0	15.2	0.8	10.2	0.9	48.8	13.8	2.5	0.8	7.0
Kentucky	100.0	12.5	0.6	17.8	0.8	35.7	14.1	1.8	0.6	16.2
Louisiana	100.0	18.7	0.2	14.8	0.6	34.8	13.8	1.7	0.7	14.6
Maine	100.0	11.0	0.2	17.1	0.2	30.6	18.3	2.3	0.3	20.0
Maryland	100.0	18.5	1.0	10.8	1.0	39.6	13.7	2.9	3.2	9.3
Massachusetts	100.0	12.7	0.2	12.8	1.9	53.1	12.6	3.1	0.8	2.9
Michigan	100.0	10.9	0.5	9.8	1.0	45.0	18.6	2.7	0.5	10.9
Minnesota	100.0	12.6	0.3	11.2	1.3	51.7	13.7	2.0	1.3	5.9
Mississippi	100.0	16.5	1.3	18.1	0.5	33.0	16.5	3.2	0.7	10.1
Missouri	100.0	20.2	0.1	11.4	1.9	38.0	14.1	2.8	1.4	10.0
Montana	100.0	31.3	1.0	13.0	0.5	28.5	14.1	4.6	0.8	6.2
Nebraska	100.0	14.0	1.1	13.6	1.9	42.1	14.4	3.6	2.5	6.8
Nevada	100.0	13.3	3.4	7.6	2.6	35.8	17.4	5.9	1.6	12.5
New Hampshire	100.0	17.1	0.5	6.4	2.0	52.5	12.9	3.3	1.6	3.6
New Jersey	100.0	15.9	2.9	4.1	0.5	50.8	16.7	2.9	0.7	5.5
New Mexico	100.0	15.9	2.1	16.4	1.3	38.4	12.6	4.3	1.8	7.2
New York	100.0	14.8	2.7	6.9	0.9	48.4	15.3	2.8	1.3	6.8
North Carolina	100.0	12.8	0.7	16.0	2.1	34.1	14.4	2.7	2.6	14.6
North Dakota	100.0	19.4	0.0	14.7	0.5	40.4	9.1	6.0	0.0	10.0
Ohio	100.0	17.7	1.4	11.6	0.9	36.8	14.2	2.4	0.8	14.0
Oklahoma	100.0	13.5	1.4	16.6	0.9	38.7	17.5	2.8	1.0	7.6
Oregon	100.0	11.3	1.3	9.3	1.1	45.7	19.6	4.3	0.2	7.1
Pennsylvania	100.0	19.1	1.8	11.3	1.7	35.6	17.7	3.2	2.6	7.1
Rhode Island	100.0	15.1	0.0	1.0	1.4	56.9	17.0	4.8	2.6	1.2
South Carolina	100.0	20.0	0.2	11.0	1.9	34.8	16.7	3.7	1.3	10.4
South Dakota	100.0	17.5	1.4	15.1	1.8	41.1	12.0	0.4	0.2	10.4
Tennessee	100.0	10.7	0.9	15.8	0.9	42.4	16.7	2.1	1.6	8.9
Texas	100.0	18.0	1.3	14.2	1.6	32.8	17.6	4.2	2.3	8.0
Utah	100.0	18.7	0.2	8.4	3.0	40.1	14.5	4.7	1.3	9.1
Vermont	100.0	14.0	0.0	7.2	1.8	47.8	15.8	7.8	0.2	5.5
Virginia	100.0	13.1	0.9	12.5	1.3	34.3	13.7	5.7	1.3	17.3
Washington	100.0	10.5	0.9	6.4	1.3	46.8	17.5	3.8	1.7	11.1
West Virginia	100.0	14.4	0.1	16.3	1.5	28.5	14.0	2.3	5.0	17.8
Wisconsin	100.0	14.3	0.3	11.6	2.1	42.5	18.7	3.4	1.7	5.5
Wyoming	100.0	21.3	0.6	5.7	0.0	43.0	12.0	3.4	1.5	12.5

Table 3a (Percentages)
Usual Hours Worked
Total ESP Work Force by State, 2020

	Total ESP	1-29	30-34	35-39	40-44	45+
United States	100.0 %	24.0 %	9.2 %	13.0 %	46.6 %	7.0 %
Alabama	100.0	25.8	5.5	11.2	50.4	7.2
Alaska	100.0	13.6	9.1	23.0	47.4	6.9
Arizona	100.0	24.8	8.4	8.8	50.9	7.2
Arkansas	100.0	18.0	6.3	10.4	58.6	6.7
California	100.0	32.0	13.5	5.4	44.0	5.1
Colorado	100.0	23.6	8.8	10.5	48.5	8.6
Connecticut	100.0	29.7	13.7	20.2	30.1	6.2
Delaware	100.0	28.3	5.3	16.9	43.2	6.3
District of Columbia	100.0	9.9	4.1	7.2	68.0	10.7
Florida	100.0	17.9	6.5	16.1	52.2	7.4
Georgia	100.0	21.1	6.3	6.7	57.2	8.6
Hawaii	100.0	26.5	5.7	2.4	56.5	8.9
Idaho	100.0	32.9	9.1	12.6	39.7	5.7
Illinois	100.0	24.9	8.4	17.5	43.5	5.6
Indiana	100.0	33.2	11.1	10.2	39.3	6.2
Iowa	100.0	25.5	11.4	14.7	38.8	9.7
Kansas	100.0	26.6	9.0	14.0	41.6	8.8
Kentucky	100.0	20.2	11.5	21.1	39.8	7.4
Louisiana	100.0	25.0	6.7	11.0	52.5	4.8
Maine	100.0	26.5	19.5	13.3	36.1	4.7
Maryland	100.0	19.1	8.6	15.2	50.8	6.2
Massachusetts	100.0	26.7	15.8	17.7	32.7	7.0
Michigan	100.0	36.4	10.0	12.3	35.0	6.3
Minnesota	100.0	26.2	13.0	14.1	40.7	5.9
Mississippi	100.0	18.2	3.9	9.5	61.6	6.7
Missouri	100.0	20.8	6.6	13.8	51.4	7.3
Montana	100.0	29.7	7.5	9.3	47.3	6.2
Nebraska	100.0	25.9	8.5	11.6	42.8	11.1
Nevada	100.0	19.4	10.1	13.1	48.7	8.7
New Hampshire	100.0	20.5	23.0	14.7	35.9	6.0
New Jersey	100.0	23.7	9.2	21.8	39.1	6.1
New Mexico	100.0	18.0	8.3	10.8	58.4	4.6
New York	100.0	21.8	9.7	23.7	38.4	6.3
North Carolina	100.0	19.2	8.0	8.7	54.7	9.3
North Dakota	100.0	21.1	11.3	13.5	47.8	6.3
Ohio	100.0	28.0	10.3	14.1	39.3	8.3
Oklahoma	100.0	17.4	8.7	12.1	53.7	8.1
Oregon	100.0	28.6	11.8	10.9	42.1	6.6
Pennsylvania	100.0	25.9	6.7	17.3	42.6	7.4
Rhode Island	100.0	26.5	6.0	22.6	39.8	5.1
South Carolina	100.0	16.0	6.7	17.8	51.1	8.4
South Dakota	100.0	24.9	5.5	9.9	52.1	7.7
Tennessee	100.0	20.8	6.9	22.3	43.4	6.5
Texas	100.0	16.4	4.4	8.6	62.3	8.3
Utah	100.0	48.5	8.4	5.2	34.6	3.3
Vermont	100.0	30.4	11.2	18.9	32.0	7.4
Virginia	100.0	23.6	7.9	13.6	47.7	7.3
Washington	100.0	21.9	15.2	12.0	44.4	6.5
West Virginia	100.0	18.5	6.0	17.8	49.5	8.3
Wisconsin	100.0	30.4	11.0	12.0	39.3	7.3
Wyoming	100.0	26.0	7.2	15.5	42.6	8.7

Table 3b (Percentages)
Usual Hours Worked
K-12 ESP Work Force by State, 2020

	All K-12 ESP	1-29	30-34	35-39	40-44	45+
United States	100.0 %	20.4 %	11.1 %	15.4 %	46.5 %	6.5 %
Alabama	100.0	21.4	7.1	14.5	50.0	7.0
Alaska	100.0	13.8	7.6	25.3	46.0	7.3
Arizona	100.0	19.7	10.6	11.2	52.6	6.0
Arkansas	100.0	12.8	7.9	13.2	59.9	6.1
California	100.0	30.3	16.6	6.7	42.3	4.2
Colorado	100.0	17.4	10.5	14.3	48.9	8.9
Connecticut	100.0	22.9	17.6	21.5	32.0	6.0
Delaware	100.0	25.7	6.3	16.7	45.5	5.9
District of Columbia	100.0	7.6	4.9	8.6	68.8	10.2
Florida	100.0	13.3	7.4	20.2	51.5	7.5
Georgia	100.0	17.0	7.9	9.1	58.1	7.9
Hawaii	100.0	18.5	7.7	1.6	62.6	9.6
Idaho	100.0	31.2	11.1	14.6	38.2	5.0
Illinois	100.0	20.2	10.9	17.6	46.5	4.8
Indiana	100.0	32.2	14.2	12.5	36.2	5.0
Iowa	100.0	19.9	13.9	19.3	37.1	9.8
Kansas	100.0	17.2	11.3	19.3	43.0	9.3
Kentucky	100.0	18.3	13.9	20.7	40.1	7.0
Louisiana	100.0	15.9	8.3	14.3	55.7	5.7
Maine	100.0	22.2	23.0	16.0	35.0	3.7
Maryland	100.0	15.4	11.2	19.7	48.6	5.1
Massachusetts	100.0	22.2	19.8	19.0	31.9	7.2
Michigan	100.0	31.5	13.2	17.1	33.0	5.2
Minnesota	100.0	23.1	16.1	17.6	37.0	6.2
Mississippi	100.0	14.2	3.9	11.3	64.0	6.5
Missouri	100.0	16.0	7.2	17.6	51.4	7.7
Montana	100.0	24.3	8.2	11.9	50.4	5.1
Nebraska	100.0	19.9	10.2	16.7	43.1	10.1
Nevada	100.0	17.0	11.6	15.8	46.7	8.9
New Hampshire	100.0	16.9	26.4	17.9	33.3	5.6
New Jersey	100.0	23.3	11.0	20.3	39.4	6.1
New Mexico	100.0	12.8	9.7	14.5	59.9	3.1
New York	100.0	18.9	11.3	24.7	39.0	6.1
North Carolina	100.0	15.2	10.8	12.3	52.4	9.3
North Dakota	100.0	13.9	12.9	20.6	46.9	5.7
Ohio	100.0	23.5	12.8	18.4	38.1	7.3
Oklahoma	100.0	11.5	10.4	15.9	54.1	8.0
Oregon	100.0	24.0	14.1	14.7	41.2	5.9
Pennsylvania	100.0	25.4	8.0	18.5	40.9	7.2
Rhode Island	100.0	22.7	7.9	23.3	41.2	4.9
South Carolina	100.0	9.6	7.8	19.1	54.8	8.7
South Dakota	100.0	16.4	7.0	12.6	56.6	7.5
Tennessee	100.0	19.5	7.9	24.0	42.3	6.2
Texas	100.0	11.4	4.8	10.6	65.0	8.1
Utah	100.0	54.8	9.6	6.1	26.9	2.6
Vermont	100.0	26.2	11.8	21.9	32.9	7.2
Virginia	100.0	19.8	9.2	17.7	46.4	7.0
Washington	100.0	18.7	19.1	15.1	41.3	5.8
West Virginia	100.0	10.4	6.7	16.6	59.6	6.7
Wisconsin	100.0	27.3	13.7	15.7	37.0	6.3
Wyoming	100.0	20.9	9.1	20.8	41.5	7.8

**Table 3c (Percentages)
Usual Hours Worked
Higher Ed ESP Work Force by State, 2020**

	All HiEd ESP	1-29	30-34	35-39	40-44	45+
United States	100.0 %	35.6 %	3.4 %	5.8 %	47.0 %	8.2 %
Alabama	100.0	36.5	1.5	3.0	51.3	7.7
Alaska	100.0	11.1	22.8	2.3	60.1	3.7
Arizona	100.0	39.2	2.0	1.9	46.2	10.6
Arkansas	100.0	36.0	0.8	0.5	53.9	8.8
California	100.0	37.3	4.2	1.5	49.2	7.9
Colorado	100.0	38.2	5.0	1.5	47.5	7.7
Connecticut	100.0	50.3	1.9	16.2	24.6	7.0
Delaware	100.0	41.2	0.5	18.1	31.9	8.3
District of Columbia	100.0	22.4	0.0	0.0	63.9	13.6
Florida	100.0	31.2	3.7	4.0	54.1	7.0
Georgia	100.0	32.2	2.1	0.3	54.9	10.5
Hawaii	100.0	44.3	1.4	4.1	43.0	7.2
Idaho	100.0	37.5	3.7	6.8	44.2	7.8
Illinois	100.0	36.4	2.5	17.2	36.4	7.5
Indiana	100.0	36.2	2.5	3.7	48.1	9.5
Iowa	100.0	37.2	6.0	5.0	42.4	9.3
Kansas	100.0	49.2	3.4	1.3	38.3	7.7
Kentucky	100.0	27.4	2.7	22.5	38.5	8.9
Louisiana	100.0	49.7	2.3	1.9	43.7	2.4
Maine	100.0	46.9	2.5	0.0	41.6	9.0
Maryland	100.0	28.1	2.4	4.3	56.0	9.1
Massachusetts	100.0	40.9	3.6	13.8	35.2	6.5
Michigan	100.0	45.9	3.7	2.9	39.0	8.5
Minnesota	100.0	35.8	3.7	3.5	51.9	5.2
Mississippi	100.0	29.8	3.9	4.3	54.7	7.3
Missouri	100.0	35.5	4.8	2.2	51.2	6.3
Montana	100.0	43.4	5.5	2.9	39.2	9.0
Nebraska	100.0	38.9	4.9	0.6	42.1	13.5
Nevada	100.0	30.8	2.6	0.0	58.5	8.1
New Hampshire	100.0	34.7	9.3	2.2	46.2	7.6
New Jersey	100.0	25.3	0.8	29.6	37.9	6.4
New Mexico	100.0	33.0	4.3	0.0	53.9	8.8
New York	100.0	34.6	2.7	19.4	36.2	7.1
North Carolina	100.0	27.1	2.7	1.6	59.2	9.4
North Dakota	100.0	34.7	8.4	0.0	49.7	7.3
Ohio	100.0	40.2	3.7	2.5	42.4	11.1
Oklahoma	100.0	34.0	4.0	1.2	52.3	8.4
Oregon	100.0	40.3	5.9	1.3	44.4	8.1
Pennsylvania	100.0	27.7	2.4	13.3	48.5	8.1
Rhode Island	100.0	33.7	2.4	21.3	37.0	5.6
South Carolina	100.0	35.5	3.3	13.9	39.7	7.6
South Dakota	100.0	52.3	0.6	1.3	37.6	8.3
Tennessee	100.0	25.6	3.1	16.0	47.6	7.7
Texas	100.0	33.9	3.0	1.6	52.7	8.9
Utah	100.0	34.8	6.0	3.3	51.2	4.8
Vermont	100.0	49.0	8.6	5.9	28.0	8.5
Virginia	100.0	34.8	4.2	1.7	51.3	8.0
Washington	100.0	32.2	2.9	2.3	54.1	8.5
West Virginia	100.0	38.1	4.1	20.7	25.0	12.0
Wisconsin	100.0	37.8	4.7	3.0	44.9	9.6
Wyoming	100.0	41.1	1.6	0.0	45.9	11.3

Table 4
Earnings Averages for Full-Time Workers
Total, K-12, and Higher Ed ESP Work Force by State, 2021–2022

	Total	Rank	K-12	Rank	Higher Ed	Rank
United States	\$35,401	—	\$33,177	—	\$44,292	—
Alabama	32,114	35	28,708	41	42,427	29
Alaska	42,737	3	42,241	3	45,754	16
Arizona	32,050	38	29,079	40	43,969	22
Arkansas	29,829	43	28,050	44	37,306	48
California	41,606	5	39,321	7	51,089	3
Colorado	35,399	21	32,574	22	44,753	19
Connecticut	41,581	6	39,502	6	52,327	2
Delaware	43,113	2	43,543	2	40,645	37
District of Columbia	44,440	1	43,811	1	49,035	5
Florida	33,167	30	31,286	27	40,459	38
Georgia	31,761	41	29,616	35	39,672	40
Hawaii	40,655	8	38,984	8	46,590	12
Idaho	29,169	48	26,681	49	35,658	50
Illinois	36,981	15	34,814	14	44,356	21
Indiana	32,432	33	29,574	37	41,444	32
Iowa	34,376	25	29,928	32	47,043	10
Kansas	29,441	47	26,705	47	40,152	39
Kentucky	28,872	49	26,686	48	38,821	44
Louisiana	30,476	42	28,156	43	41,407	34
Maine	31,866	39	30,856	28	38,279	46
Maryland	40,490	9	38,755	9	45,719	17
Massachusetts	39,149	11	37,080	12	49,041	4
Michigan	34,606	24	30,303	31	47,666	8
Minnesota	36,215	20	33,155	19	48,510	7
Mississippi	28,011	51	25,826	51	34,898	51
Missouri	32,059	37	29,507	38	42,751	27
Montana	32,101	36	29,756	33	39,318	41
Nebraska	33,319	29	30,358	30	42,560	28
Nevada	38,157	13	37,210	10	44,800	18
New Hampshire	32,477	32	30,547	29	44,705	20
New Jersey	42,194	4	40,346	4	53,200	1
New Mexico	29,732	45	27,602	45	38,258	47
New York	41,173	7	39,922	5	48,582	6
North Carolina	32,890	31	29,349	39	42,338	30
North Dakota	36,679	16	32,029	24	47,627	9
Ohio	36,273	19	33,717	18	46,001	14
Oklahoma	28,566	50	25,881	50	38,351	45
Oregon	34,935	23	32,342	23	43,869	24
Pennsylvania	36,483	18	34,716	15	43,899	23
Rhode Island	39,550	10	37,114	11	45,944	15
South Carolina	32,139	34	29,579	36	42,968	26
South Dakota	29,745	44	28,317	42	36,805	49
Tennessee	29,614	46	27,080	46	39,283	42
Texas	31,782	40	29,677	34	42,282	31
Utah	36,650	17	33,846	17	41,413	33
Vermont	33,773	27	33,092	20	38,927	43
Virginia	35,103	22	32,835	21	43,867	25
Washington	38,221	12	36,150	13	47,022	11
West Virginia	33,391	28	31,329	26	41,090	36
Wisconsin	37,012	14	33,883	16	46,448	13
Wyoming	33,783	26	31,963	25	41,154	35

Table 5a
Earnings Categories for Full-Time Workers
Total ESP Work Force by State, 2021–2022

	Total ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0 %	11.7 %	22.9 %	22.1 %	15.6 %	27.7 %
Alabama	100.0	12.3	33.4	20.5	10.5	23.3
Alaska	100.0	13.9	11.6	26.3	19.9	28.3
Arizona	100.0	14.6	23.8	27.0	14.8	19.8
Arkansas	100.0	17.0	33.0	22.8	11.1	16.0
California	100.0	7.4	13.9	19.5	16.7	42.5
Colorado	100.0	11.1	22.2	22.3	15.8	28.7
Connecticut	100.0	5.5	15.8	22.5	14.7	41.6
Delaware	100.0	6.5	9.4	17.7	27.9	38.5
District of Columbia	100.0	11.2	12.6	16.5	17.1	42.6
Florida	100.0	12.0	27.1	23.0	15.2	22.7
Georgia	100.0	14.5	26.8	24.9	13.6	20.1
Hawaii	100.0	5.8	9.3	25.7	24.9	34.3
Idaho	100.0	20.0	26.7	25.7	13.1	14.5
Illinois	100.0	11.2	21.0	21.1	16.8	29.9
Indiana	100.0	14.9	27.1	20.6	15.0	22.5
Iowa	100.0	17.3	24.8	20.5	14.0	23.5
Kansas	100.0	25.8	26.4	21.5	11.4	15.0
Kentucky	100.0	21.5	31.6	22.6	9.7	14.7
Louisiana	100.0	17.8	32.9	18.5	11.9	18.8
Maine	100.0	16.3	25.3	29.2	16.2	13.0
Maryland	100.0	9.9	12.3	24.8	18.4	34.6
Massachusetts	100.0	7.4	19.4	22.4	15.9	34.8
Michigan	100.0	13.5	23.7	22.4	15.4	25.1
Minnesota	100.0	10.6	22.9	20.3	17.4	28.8
Mississippi	100.0	19.9	35.2	21.0	9.9	14.0
Missouri	100.0	14.7	26.3	25.4	14.0	19.7
Montana	100.0	17.0	20.8	25.9	15.0	21.4
Nebraska	100.0	18.6	24.4	18.0	15.2	23.7
Nevada	100.0	7.7	12.8	23.4	23.5	32.6
New Hampshire	100.0	13.8	23.5	32.1	10.0	20.7
New Jersey	100.0	6.1	15.6	18.8	15.3	44.2
New Mexico	100.0	16.1	35.1	22.7	7.7	18.4
New York	100.0	7.1	13.9	20.5	19.8	38.8
North Carolina	100.0	10.5	24.8	28.7	16.9	19.0
North Dakota	100.0	12.6	20.9	21.8	22.8	21.9
Ohio	100.0	8.7	23.8	21.2	16.1	30.2
Oklahoma	100.0	20.3	32.1	21.3	10.8	15.5
Oregon	100.0	7.4	22.0	24.2	20.8	25.6
Pennsylvania	100.0	9.5	18.3	20.3	22.3	29.7
Rhode Island	100.0	6.8	11.5	19.1	24.5	38.2
South Carolina	100.0	14.4	27.9	21.9	15.1	20.6
South Dakota	100.0	21.7	25.0	24.4	15.0	14.0
Tennessee	100.0	19.3	32.4	21.6	12.5	14.2
Texas	100.0	13.7	31.4	21.9	12.2	20.7
Utah	100.0	11.8	15.1	23.4	20.0	29.7
Vermont	100.0	10.7	27.7	29.7	14.1	17.8
Virginia	100.0	10.7	24.4	22.4	13.8	28.6
Washington	100.0	6.5	19.4	22.1	18.8	33.2
West Virginia	100.0	8.1	20.2	42.2	12.4	17.1
Wisconsin	100.0	10.5	23.8	18.6	17.7	29.3
Wyoming	100.0	12.4	24.6	27.5	19.3	16.3

Table 5b
Earnings Categories for Full-Time Workers
K-12 ESP Work Force by State, 2021–2022

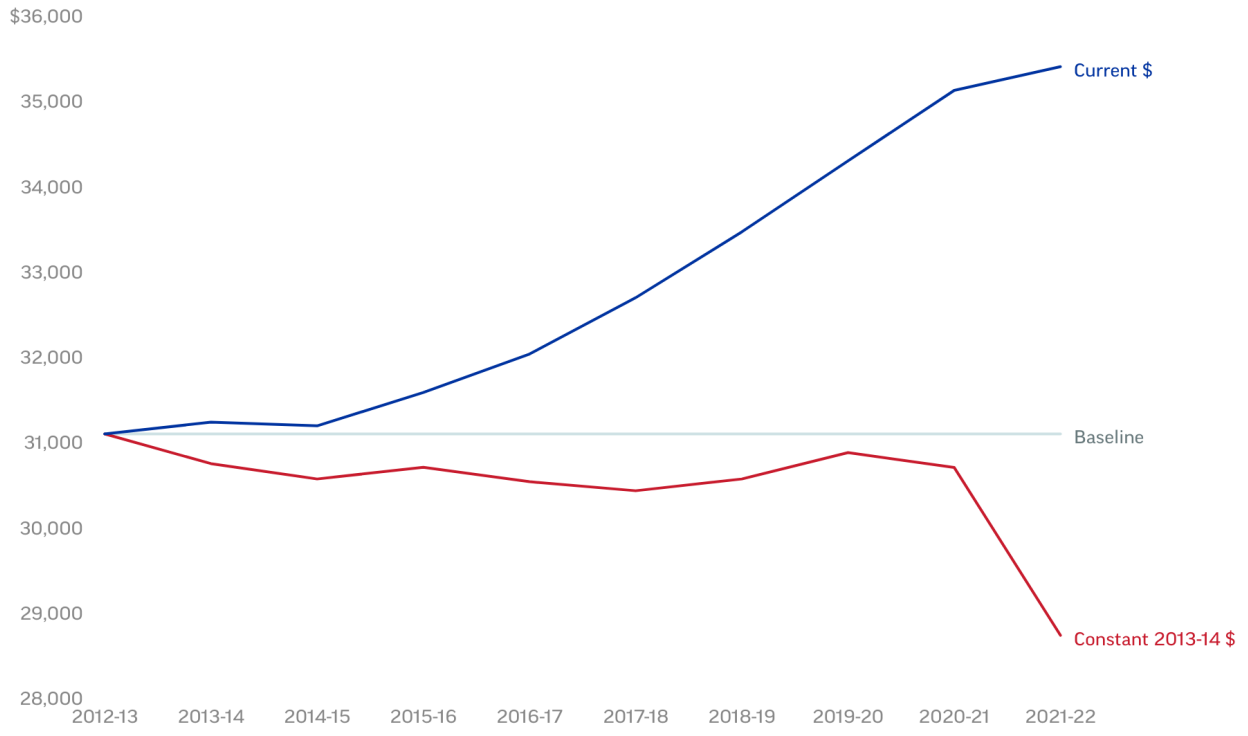
	K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0 %	13.0 %	26.6 %	23.1 %	14.8 %	22.5 %
Alabama	100.0	14.6	40.6	19.9	9.0	15.8
Alaska	100.0	14.6	10.3	26.2	21.1	27.8
Arizona	100.0	17.1	27.6	28.0	14.2	13.1
Arkansas	100.0	19.4	36.4	21.7	10.1	12.3
California	100.0	8.2	15.9	22.5	17.9	35.5
Colorado	100.0	12.6	26.2	24.4	15.4	21.4
Connecticut	100.0	5.6	18.4	23.1	16.1	36.8
Delaware	100.0	7.4	8.9	15.7	26.0	42.0
District of Columbia	100.0	12.9	12.8	16.3	17.5	40.6
Florida	100.0	13.8	30.6	22.7	13.1	19.8
Georgia	100.0	16.5	31.2	23.5	12.6	16.3
Hawaii	100.0	6.8	10.7	26.4	24.9	31.2
Idaho	100.0	24.0	31.3	24.2	11.0	9.5
Illinois	100.0	13.2	24.3	21.7	15.9	24.8
Indiana	100.0	17.4	33.9	19.5	13.3	15.9
Iowa	100.0	20.4	30.9	20.9	12.7	15.1
Kansas	100.0	29.8	30.1	19.8	10.9	9.5
Kentucky	100.0	24.0	36.2	21.2	7.6	10.9
Louisiana	100.0	19.2	37.7	18.4	9.5	15.2
Maine	100.0	17.9	26.1	28.0	17.2	10.8
Maryland	100.0	11.1	14.4	27.3	17.6	29.6
Massachusetts	100.0	7.0	22.9	25.3	15.1	29.7
Michigan	100.0	15.4	31.9	25.0	12.9	14.9
Minnesota	100.0	10.6	27.8	23.5	17.0	21.1
Mississippi	100.0	23.9	38.2	19.6	8.4	9.9
Missouri	100.0	15.5	30.4	27.6	13.6	12.9
Montana	100.0	18.4	23.8	25.6	16.2	16.0
Nebraska	100.0	21.4	29.3	18.0	11.2	20.1
Nevada	100.0	7.8	14.4	24.7	22.7	30.4
New Hampshire	100.0	11.8	27.5	32.9	9.8	18.0
New Jersey	100.0	6.6	17.3	21.2	15.8	39.2
New Mexico	100.0	19.2	39.2	23.1	5.7	12.8
New York	100.0	7.0	15.6	21.8	19.7	35.8
North Carolina	100.0	11.8	32.2	31.2	13.5	11.3
North Dakota	100.0	14.7	27.1	22.2	22.1	14.0
Ohio	100.0	9.6	28.5	22.3	16.1	23.5
Oklahoma	100.0	23.8	36.0	19.2	9.5	11.5
Oregon	100.0	8.1	25.9	28.6	18.9	18.5
Pennsylvania	100.0	10.6	21.7	21.3	20.4	26.1
Rhode Island	100.0	4.0	15.4	23.4	24.5	32.6
South Carolina	100.0	16.2	31.2	24.1	15.0	13.5
South Dakota	100.0	24.0	24.6	23.5	15.9	12.0
Tennessee	100.0	22.4	35.3	21.6	9.9	10.7
Texas	100.0	15.3	35.5	21.9	11.2	16.2
Utah	100.0	15.2	18.2	24.9	18.2	23.6
Vermont	100.0	8.9	32.1	28.3	11.4	19.2
Virginia	100.0	12.0	28.4	23.8	13.5	22.4
Washington	100.0	6.7	23.3	24.6	17.4	28.0
West Virginia	100.0	7.5	24.1	45.3	12.2	10.8
Wisconsin	100.0	9.6	30.8	19.6	18.4	21.6
Wyoming	100.0	14.7	26.4	27.3	17.9	13.7

Table 5c
Earnings Categories for Full-Time Workers
Higher Ed ESP Work Force by State, 2021–2022

	Higher Ed ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0 %	6.9 %	9.5 %	18.5 %	18.5 %	46.6 %
Alabama	100.0	5.4	11.4	22.2	15.1	45.9
Alaska	100.0	7.5	23.0	27.7	9.1	32.6
Arizona	100.0	5.1	9.7	23.4	17.0	44.9
Arkansas	100.0	5.7	17.2	28.1	15.6	33.5
California	100.0	4.9	7.5	9.2	12.8	65.6
Colorado	100.0	6.2	9.6	15.6	17.0	51.6
Connecticut	100.0	4.7	3.9	19.4	8.0	63.9
Delaware	100.0	0.9	12.9	30.2	39.3	16.6
District of Columbia	100.0	0.0	10.8	18.0	14.9	56.3
Florida	100.0	5.4	13.8	24.4	22.9	33.5
Georgia	100.0	7.9	12.5	29.6	17.1	32.9
Hawaii	100.0	2.6	5.0	23.1	24.8	44.5
Idaho	100.0	7.5	12.2	30.5	19.7	30.2
Illinois	100.0	5.1	10.8	19.2	19.6	45.3
Indiana	100.0	7.5	6.9	23.8	19.8	41.9
Iowa	100.0	9.0	8.3	19.3	17.4	46.0
Kansas	100.0	10.4	11.8	27.9	13.3	36.6
Kentucky	100.0	10.6	12.1	28.2	18.5	30.6
Louisiana	100.0	11.6	11.0	19.3	22.9	35.2
Maine	100.0	5.4	19.4	37.7	8.8	28.8
Maryland	100.0	6.5	6.2	17.7	20.7	48.9
Massachusetts	100.0	9.2	5.2	10.2	19.5	55.9
Michigan	100.0	8.7	3.2	16.0	21.6	50.5
Minnesota	100.0	10.6	5.2	8.9	18.5	56.8
Mississippi	100.0	5.8	24.5	25.9	15.4	28.4
Missouri	100.0	11.7	9.8	16.6	15.4	46.5
Montana	100.0	12.0	10.9	26.7	11.0	39.4
Nebraska	100.0	10.8	10.5	18.1	26.7	33.9
Nevada	100.0	7.1	3.6	15.9	28.1	45.4
New Hampshire	100.0	23.5	3.5	28.0	10.7	34.3
New Jersey	100.0	3.6	7.4	6.8	12.7	69.5
New Mexico	100.0	4.2	19.4	21.4	15.2	39.9
New York	100.0	7.5	4.2	13.2	20.1	54.9
North Carolina	100.0	7.6	8.2	23.2	24.6	36.4
North Dakota	100.0	7.5	5.5	20.9	24.6	41.5
Ohio	100.0	5.5	7.6	17.1	16.1	53.6
Oklahoma	100.0	7.0	17.5	29.4	15.5	30.6
Oregon	100.0	5.1	9.6	9.9	26.9	48.6
Pennsylvania	100.0	5.9	6.2	16.7	29.1	42.2
Rhode Island	100.0	12.9	2.6	9.5	24.3	50.7
South Carolina	100.0	7.0	13.9	12.4	15.9	50.8
South Dakota	100.0	8.2	27.3	29.5	9.9	25.0
Tennessee	100.0	7.4	20.8	21.4	22.4	28.0
Texas	100.0	6.3	12.1	22.0	17.4	42.3
Utah	100.0	6.8	10.6	21.1	22.6	38.8
Vermont	100.0	21.7	0.0	38.7	30.7	8.8
Virginia	100.0	6.4	9.9	17.5	15.2	51.0
Washington	100.0	6.1	4.7	12.3	24.1	52.8
West Virginia	100.0	10.4	6.5	31.1	12.9	39.1
Wisconsin	100.0	13.1	4.4	16.0	15.8	50.7
Wyoming	100.0	3.0	17.5	28.2	24.7	26.6

Figure 1.
Average ESP Earnings
Current and 2013 Dollars, 2012-2013 to 2021-2022

Average ESP Earnings, Current and 2013 Dollars, 2012-2013 to 2021-2022



Data Sources: American Community Survey, Bureau of Labor Statistics Consumer Price Index

Figure 2
Average ESP Earnings
By State Collective Bargaining Status, 2021-2022

2021-22 Average ESP Earnings by State Collective Bargaining Status



Average salary, 2021-22. Salary averages are weighted by the number of ESP. Where no bargaining law is in place, the amount of bargaining will vary significantly depending on the state.

Source: American Community Survey and NEA Collective Bargaining and Member Advocacy