



Education Support Professional Earnings Report

NEA Research, April 2022

Key Findings

- There are nearly 2.9 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 (39.4 percent), followed by clerical (16.3 percent) and custodial (15.8 percent). For higher education, clerical positions are the most common (39.0 percent), followed by paraeducators, which includes graduate assistants (16.0 percent) and technical services (15.6 percent). (Tables 2b and 2c)
- More than three-quarters of all ESPs (75.9 percent) work full-time, which is defined as 30 or more hours per week. This percentage is slightly higher for those working at K–12 schools (79.3 percent) and slightly lower in higher education (64.8 percent). (Tables 3a, 3b, and 3c)
- Among ESPs working full-time, the average earnings in 2020–2021 was \$35,124. This average was slightly lower for K–12 (\$32,837) and higher in higher education (\$44,225). (Table 4)
 - Delaware had the highest average K–12 ESP full-time earnings at \$44,738. The average K–12 ESP full-time earnings was above \$40,000 in only four states: Delaware, Alaska, District of Columbia, and New Jersey.
 - Idaho had the lowest average K–12 ESP full-time earnings at \$25,830. The average K–12 ESP full-time earnings was below \$27,000 in eight states: Idaho, Oklahoma, Mississippi, Tennessee, South Dakota, Kansas, New Mexico, and Kentucky).
 - New Jersey had the highest average full-time earnings for ESPs working in higher education at \$53,202. Average full-time earnings for ESPs working in higher education was above \$50,000 in only four states: New Jersey, Connecticut, California, and District of Columbia.
 - Mississippi had the lowest average full-time earnings for ESPs working in higher education at \$35,238. Average full-time earnings for ESPs working in higher education was below \$38,000 in nine states: Mississippi, Oklahoma, New Mexico, South Dakota, Idaho, Arkansas, Montana, Wyoming, and Kentucky.
- More than a third (36.5 percent) of all ESPs working full-time earn less than \$25,000 per year and 12.4 percent earn less than \$15,000. Among those working in K–12 schools, 41.5 percent earn less than \$25,000 and 13.7 percent earn less than \$15,000. Within higher education, 17.4 percent earn less than \$25,000 and 7.5 percent earn less than \$15,000. (Tables 5a, 5b, and 5c)
- The average annual earnings for ESP has risen from \$30,819 in 2011–2012 to \$35,124 in 2020–2021. When adjusted for inflation, the average annual earnings for ESPs in 2012 dollars has fallen from \$30,819 to \$30,279. (Figure 1)

- In states where there are bargaining laws covering ESPs, average earnings is \$37,532. In states that do not have a bargaining law but bargaining may take place, average ESP earnings is \$32,046. In states where bargaining is prohibited, average ESP earnings is only \$31,556. (Figure 2)

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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 the NEA’s ESP membership. Earnings averages are calculated using five years of ACS data (2015–2019), while other tables use three years of data (2017–2019). Earnings data are adjusted to 2020 dollars and are termed 2020–2021 to reflect the academic calendar.

Table 1
Work Force by Level
Total, K–12, and Higher Ed ESP by State, 2019

	Total	K–12	Higher Ed
United States	2,895,336	2,184,701	710,635
Alabama	42,280	29,693	12,587
Alaska	9,563	7,912	1,651
Arizona	63,757	48,398	15,359
Arkansas	26,601	20,539	6,062
California	346,758	263,016	83,742
Colorado	47,424	33,438	13,986
Connecticut	32,930	25,745	7,185
Delaware	8,460	6,972	1,488
District of Columbia	5,634	4,793	841
Florida	148,085	113,719	34,366
Georgia	99,670	74,937	24,733
Hawaii	13,675	9,876	3,799
Idaho	16,555	11,858	4,697
Illinois	99,882	70,684	29,198
Indiana	53,486	39,285	14,201
Iowa	36,916	25,118	11,798
Kansas	36,562	26,164	10,398
Kentucky	47,985	38,230	9,755
Louisiana	42,958	31,208	11,750
Maine	9,574	7,823	1,751
Maryland	56,659	41,282	15,377
Massachusetts	59,786	45,478	14,308
Michigan	69,670	46,209	23,461
Minnesota	54,808	40,451	14,357
Mississippi	31,907	22,923	8,984
Missouri	43,407	32,869	10,538
Montana	11,941	8,422	3,519
Nebraska	20,805	14,377	6,428
Nevada	19,608	16,178	3,430
New Hampshire	11,553	9,133	2,420
New Jersey	80,937	69,751	11,186
New Mexico	24,427	18,230	6,197
New York	207,314	169,618	37,696
North Carolina	90,988	62,351	28,637
North Dakota	9,235	5,789	3,446
Ohio	95,282	71,092	24,190
Oklahoma	37,104	27,261	9,843
Oregon	38,995	27,809	11,186
Pennsylvania	75,525	60,405	15,120
Rhode Island	8,892	5,765	3,127
South Carolina	44,338	33,734	10,604
South Dakota	9,452	6,912	2,540
Tennessee	53,013	41,403	11,610
Texas	268,412	212,615	55,797
Utah	36,687	24,969	11,718
Vermont	6,320	5,030	1,290
Virginia	86,478	64,260	22,218
Washington	75,544	57,618	17,926
West Virginia	20,322	15,025	5,297
Wisconsin	47,264	31,294	15,970
Wyoming	9,908	7,040	2,868

Table 2a
Career Families
Total ESP Work Force by State, 2019

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0 %	15.1 %	1.8 %	9.8 %	1.9 %	33.7 %	21.9 %	6.4 %	2.2 %	7.2 %
Alabama	100.0	12.5	1.0	12.9	3.5	22.8	25.0	5.3	2.9	14.0
Alaska	100.0	11.3	1.2	7.4	1.2	44.8	21.1	7.8	0.4	4.8
Arizona	100.0	15.1	2.0	7.9	2.2	33.3	21.8	7.2	2.3	8.2
Arkansas	100.0	17.9	1.6	12.3	0.8	25.2	27.5	4.8	1.4	8.5
California	100.0	13.6	2.0	9.2	2.8	37.5	22.6	6.5	2.2	3.6
Colorado	100.0	15.5	1.6	10.4	2.1	25.9	26.0	8.7	2.9	6.9
Connecticut	100.0	15.6	3.5	7.1	3.0	42.4	20.0	5.8	1.1	1.4
Delaware	100.0	20.5	1.4	8.5	0.8	30.9	26.5	2.6	2.6	6.2
District of Columbia	100.0	15.2	1.1	3.7	1.5	46.7	12.7	11.8	1.5	5.7
Florida	100.0	15.6	2.6	9.9	2.0	27.3	22.5	8.3	3.2	8.5
Georgia	100.0	13.8	1.2	12.3	1.4	29.3	21.4	6.1	2.1	12.5
Hawaii	100.0	15.4	3.4	8.1	2.1	40.7	23.5	6.0	0.7	0.0
Idaho	100.0	14.5	2.5	8.4	1.9	37.1	23.1	5.7	1.8	5.0
Illinois	100.0	17.0	3.3	7.8	2.1	35.2	21.3	6.6	1.8	4.9
Indiana	100.0	16.1	1.1	12.3	0.8	29.2	20.0	7.2	2.1	11.3
Iowa	100.0	15.6	1.2	9.1	2.4	38.4	20.3	5.8	1.2	6.0
Kansas	100.0	15.6	1.1	8.7	1.6	36.5	22.4	6.8	2.6	4.7
Kentucky	100.0	13.8	1.0	13.8	1.4	30.7	20.7	3.9	1.5	13.3
Louisiana	100.0	13.3	0.8	11.4	1.4	30.4	22.7	5.8	2.6	11.6
Maine	100.0	15.8	0.0	14.6	1.0	26.9	25.7	3.3	2.3	10.5
Maryland	100.0	16.4	1.9	9.8	1.1	32.1	19.6	7.1	3.9	8.0
Massachusetts	100.0	12.2	1.6	11.7	2.2	44.1	19.2	5.1	1.2	2.7
Michigan	100.0	10.7	1.8	7.8	1.3	37.4	25.3	6.0	1.6	8.1
Minnesota	100.0	13.4	0.4	8.7	2.1	42.3	19.1	6.8	3.1	4.2
Mississippi	100.0	15.8	1.9	15.1	1.2	26.7	23.4	4.8	1.4	9.8
Missouri	100.0	20.1	1.4	9.6	2.0	32.6	20.0	4.7	2.7	6.8
Montana	100.0	24.5	1.6	10.7	0.7	31.5	17.6	8.7	1.2	3.5
Nebraska	100.0	15.0	0.6	11.2	1.8	35.0	21.2	7.5	1.7	6.0
Nevada	100.0	16.5	3.4	9.3	4.1	29.0	19.4	5.4	2.6	10.3
New Hampshire	100.0	14.8	0.5	7.8	1.0	45.9	19.6	5.0	0.7	4.7
New Jersey	100.0	15.8	3.6	4.2	0.8	44.7	20.5	4.6	1.4	4.4
New Mexico	100.0	15.5	3.0	11.6	3.1	34.2	19.5	8.1	1.5	3.5
New York	100.0	14.6	2.8	6.4	1.4	41.5	20.2	5.2	1.7	6.2
North Carolina	100.0	13.5	1.3	11.8	2.0	29.6	23.1	6.5	2.5	9.6
North Dakota	100.0	14.9	0.6	11.7	1.9	32.9	21.7	7.8	0.9	7.7
Ohio	100.0	16.3	2.0	10.1	2.1	30.0	20.7	5.6	2.0	11.1
Oklahoma	100.0	15.3	1.1	12.6	1.6	31.5	22.4	6.8	1.9	6.8
Oregon	100.0	10.3	1.6	8.7	1.2	37.5	25.9	9.4	0.8	4.6
Pennsylvania	100.0	17.4	2.3	9.9	1.6	32.5	22.9	4.4	2.4	6.5
Rhode Island	100.0	18.9	1.5	3.6	3.6	37.8	28.0	3.7	1.9	0.9
South Carolina	100.0	19.2	0.8	9.7	2.0	26.8	25.2	5.1	2.6	8.6
South Dakota	100.0	19.1	0.9	10.8	2.5	35.8	19.7	1.8	0.3	9.1
Tennessee	100.0	13.6	1.1	12.7	1.3	37.2	20.0	4.6	2.0	7.4
Texas	100.0	16.9	1.8	12.5	2.1	27.9	22.2	7.0	2.4	7.1
Utah	100.0	19.8	0.5	8.2	3.2	31.5	21.0	7.1	2.3	6.4
Vermont	100.0	15.1	0.4	7.3	1.4	37.5	28.7	6.6	1.0	1.9
Virginia	100.0	12.9	1.1	10.9	1.5	27.8	21.7	8.0	2.1	13.9
Washington	100.0	12.2	1.6	6.6	2.1	37.0	22.0	7.8	2.0	8.7
West Virginia	100.0	17.9	2.3	13.7	2.1	23.5	19.7	5.4	4.0	11.4
Wisconsin	100.0	16.8	0.5	10.9	2.9	31.4	23.0	8.1	2.2	4.2
Wyoming	100.0	16.5	0.1	4.9	0.7	43.5	14.0	8.6	2.7	9.0

Table 2b
Career Families
K–12 ESP Work Force by State, 2019

	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, 2019

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0 %	12.9%	3.2 %	4.6	3.5%	16.0%	39.0%	15.6 %	4.0	1.1 %
Alabama	100.0	10.3	1.7	1.4	5.7	17.7	43.5	14.2	5.4	0.3
Alaska	100.0	3.2	2.4	0.0	6.4	38.1	11.4	38.5	0.0	0.0
Arizona	100.0	9.4	1.6	4.1	3.2	17.8	41.4	19.4	3.0	0.3
Arkansas	100.0	10.0	4.8	0.7	1.7	12.9	50.7	15.1	4.0	0.1
California	100.0	11.9	2.6	5.7	3.5	14.7	40.3	16.2	3.6	1.4
Colorado	100.0	13.3	2.9	4.3	1.9	13.5	40.9	16.5	4.4	2.4
Connecticut	100.0	13.0	2.7	7.5	3.8	22.7	36.2	12.8	1.4	0.0
Delaware	100.0	7.4	3.4	0.0	1.9	21.7	45.6	6.7	8.5	4.8
District of Columbia	100.0	15.6	0.0	0.0	0.0	10.0	18.3	54.0	2.1	0.0
Florida	100.0	14.8	4.3	2.0	3.5	14.4	39.0	18.2	2.9	0.9
Georgia	100.0	13.7	3.7	5.1	2.5	19.6	36.3	12.5	4.6	1.9
Hawaii	100.0	17.8	6.3	7.0	0.0	17.3	33.7	16.7	1.3	0.0
Idaho	100.0	13.5	8.9	0.9	2.1	17.5	39.2	14.1	3.5	0.4
Illinois	100.0	13.3	5.1	5.8	3.5	16.8	34.5	15.6	4.3	0.9
Indiana	100.0	10.6	2.8	4.9	1.2	18.1	42.0	15.1	4.4	1.1
Iowa	100.0	18.7	1.2	9.6	6.5	17.9	30.9	11.5	3.4	0.4
Kansas	100.0	13.1	1.8	3.1	2.0	15.7	42.3	15.5	5.7	0.7
Kentucky	100.0	12.5	3.5	1.5	4.2	16.6	44.2	12.8	3.4	1.3
Louisiana	100.0	8.1	1.7	1.6	3.5	17.9	47.0	15.0	5.2	0.0
Maine	100.0	17.8	0.0	10.9	0.0	11.5	50.8	2.5	6.5	0.0
Maryland	100.0	11.9	5.2	4.9	1.3	14.8	35.5	18.0	6.7	1.7
Massachusetts	100.0	9.9	5.0	9.3	3.5	17.1	37.7	11.0	4.3	2.3
Michigan	100.0	10.0	3.3	5.7	2.3	19.6	40.8	12.5	3.4	2.3
Minnesota	100.0	15.5	1.4	1.4	3.8	16.9	36.4	19.0	4.8	0.7
Mississippi	100.0	16.5	5.2	7.9	2.5	11.5	43.1	9.8	2.7	0.9
Missouri	100.0	10.1	4.3	3.2	4.5	17.3	40.5	12.8	7.2	0.2
Montana	100.0	17.4	4.7	10.2	1.9	17.6	32.5	15.7	0.0	0.0
Nebraska	100.0	20.2	1.3	7.2	1.0	16.4	39.2	13.4	1.2	0.2
Nevada	100.0	15.7	2.4	4.0	10.0	13.6	40.7	8.0	5.6	0.0
New Hampshire	100.0	11.2	0.0	6.2	0.0	28.1	43.0	9.7	1.4	0.4
New Jersey	100.0	11.9	8.0	4.5	3.1	9.9	41.4	15.6	5.0	0.6
New Mexico	100.0	12.9	2.0	0.0	6.8	16.6	36.5	22.7	1.9	0.6
New York	100.0	14.9	4.7	3.3	3.8	13.2	38.8	16.0	4.7	0.6
North Carolina	100.0	14.0	2.8	4.6	2.5	14.6	43.1	14.5	3.3	0.5
North Dakota	100.0	17.4	0.0	9.9	5.1	14.0	37.8	12.2	1.4	2.2
Ohio	100.0	8.3	4.0	6.7	5.8	16.7	35.4	14.5	5.8	2.9
Oklahoma	100.0	18.7	1.6	5.3	0.9	15.9	36.2	16.3	4.2	0.9
Oregon	100.0	8.1	1.9	5.3	1.6	18.5	38.8	23.4	1.7	0.8
Pennsylvania	100.0	17.1	3.7	5.4	2.1	13.7	42.2	10.8	3.4	1.6
Rhode Island	100.0	25.8	4.3	7.8	5.1	15.9	35.8	2.9	2.0	0.3
South Carolina	100.0	15.9	2.2	0.0	5.0	11.3	46.4	12.0	5.0	2.3
South Dakota	100.0	18.3	2.1	1.5	5.9	24.1	41.0	5.9	0.6	0.7
Tennessee	100.0	16.3	2.7	1.9	3.6	17.7	38.0	13.8	4.8	1.3
Texas	100.0	9.1	3.1	4.2	4.2	15.9	39.1	18.8	4.3	1.1
Utah	100.0	17.0	1.3	2.9	6.8	16.8	35.8	14.1	4.2	1.1
Vermont	100.0	11.4	1.4	4.3	0.0	9.0	65.2	4.4	4.3	0.0
Virginia	100.0	12.8	2.1	3.6	2.9	18.0	37.9	16.8	4.8	1.1
Washington	100.0	10.6	3.3	4.9	4.1	12.5	39.2	20.4	4.1	1.0
West Virginia	100.0	19.9	8.0	5.5	3.0	13.6	32.9	12.6	4.0	0.5
Wisconsin	100.0	18.6	0.6	8.3	4.4	16.9	30.6	16.8	3.0	0.8
Wyoming	100.0	17.8	0.0	4.0	1.2	33.5	15.4	23.7	2.8	1.7

Table 3a (Percentages)
Usual Hours Worked
Total ESP Work Force by State, 2019

	Total ESP	1–29	30–34	35–39	40–44	45+
United States	100.0 %	24.2 %	9.2 %	13.1 %	46.3 %	7.3 %
Alabama	100.0	25.2	4.6	12.1	51.8	6.2
Alaska	100.0	22.2	8.1	24.0	36.6	9.1
Arizona	100.0	26.3	8.1	9.7	49.0	7.0
Arkansas	100.0	16.5	6.8	9.5	59.8	7.5
California	100.0	32.3	12.9	5.7	43.9	5.2
Colorado	100.0	22.0	10.3	9.3	49.4	8.9
Connecticut	100.0	29.2	13.8	20.2	30.7	6.2
Delaware	100.0	24.7	4.1	18.3	43.3	9.6
District of Columbia	100.0	11.3	5.0	11.5	58.6	13.6
Florida	100.0	17.2	6.6	15.9	52.7	7.6
Georgia	100.0	20.2	7.9	7.3	54.8	9.8
Hawaii	100.0	27.2	7.5	3.2	53.2	8.8
Idaho	100.0	30.1	9.5	12.0	44.2	4.3
Illinois	100.0	25.1	7.9	18.3	41.9	6.8
Indiana	100.0	32.7	10.1	11.1	39.2	6.9
Iowa	100.0	28.1	11.2	13.9	37.1	9.7
Kansas	100.0	23.9	8.3	13.7	44.7	9.5
Kentucky	100.0	20.6	9.7	23.2	39.7	6.9
Louisiana	100.0	23.4	6.0	12.4	53.8	4.4
Maine	100.0	24.1	12.7	17.4	40.4	5.4
Maryland	100.0	21.2	9.4	15.8	46.1	7.4
Massachusetts	100.0	28.6	15.7	16.2	31.9	7.5
Michigan	100.0	35.5	10.3	12.1	35.6	6.5
Minnesota	100.0	28.8	13.6	14.1	36.5	6.9
Mississippi	100.0	18.4	4.4	8.1	62.2	6.9
Missouri	100.0	21.8	6.7	13.4	50.1	8.0
Montana	100.0	29.0	9.1	9.7	47.0	5.2
Nebraska	100.0	27.4	6.1	13.5	41.0	11.9
Nevada	100.0	18.7	9.9	11.8	52.8	6.8
New Hampshire	100.0	21.1	23.1	16.8	31.8	7.2
New Jersey	100.0	24.6	9.7	19.6	39.9	6.3
New Mexico	100.0	17.9	6.7	12.4	57.7	5.4
New York	100.0	21.8	10.3	23.1	38.5	6.4
North Carolina	100.0	18.7	7.8	9.1	53.8	10.5
North Dakota	100.0	27.7	9.1	13.0	45.2	5.0
Ohio	100.0	27.3	10.9	12.8	40.8	8.2
Oklahoma	100.0	17.6	7.9	12.6	54.3	7.6
Oregon	100.0	28.9	10.2	11.2	43.0	6.6
Pennsylvania	100.0	27.9	8.2	19.1	38.2	6.6
Rhode Island	100.0	26.1	7.2	23.2	37.5	6.0
South Carolina	100.0	15.4	5.7	20.6	50.9	7.4
South Dakota	100.0	23.4	5.7	9.6	52.0	9.3
Tennessee	100.0	22.4	7.4	21.6	42.4	6.2
Texas	100.0	14.6	4.5	8.8	63.3	8.8
Utah	100.0	48.4	9.0	3.7	34.7	4.4
Vermont	100.0	33.0	10.7	16.6	31.5	8.2
Virginia	100.0	24.2	7.8	14.2	46.0	7.8
Washington	100.0	21.7	15.9	11.5	44.2	6.7
West Virginia	100.0	14.8	5.0	14.2	56.7	9.3
Wisconsin	100.0	30.2	10.6	11.5	39.6	8.2
Wyoming	100.0	19.7	7.4	14.4	48.9	9.6

Table 3b (Percentages)
Usual Hours Worked
K–12 ESP Work Force by State, 2019

	All K–12 ESP	1–29	30–34	35–39	40–44	45+
United States	100.0 %	20.6 %	11.0 %	15.4 %	45.9 %	7.0 %
Alabama	100.0	21.0	5.9	15.7	51.9	5.6
Alaska	100.0	19.4	8.7	26.9	35.0	9.9
Arizona	100.0	21.6	10.0	12.3	50.0	6.1
Arkansas	100.0	13.1	8.4	12.0	59.8	6.7
California	100.0	30.4	15.9	7.0	42.2	4.6
Colorado	100.0	16.6	11.8	12.6	50.6	8.4
Connecticut	100.0	22.5	17.0	21.6	32.2	6.7
Delaware	100.0	19.8	5.0	19.6	46.8	8.8
District of Columbia	100.0	9.1	5.9	13.5	58.6	13.0
Florida	100.0	13.4	7.7	19.4	51.8	7.7
Georgia	100.0	16.7	10.0	9.6	54.7	9.1
Hawaii	100.0	22.1	9.7	3.0	55.5	9.7
Idaho	100.0	27.7	10.2	16.1	43.3	2.7
Illinois	100.0	21.0	10.2	18.1	44.8	5.9
Indiana	100.0	31.6	13.1	13.3	36.2	5.8
Iowa	100.0	23.2	13.4	17.8	35.1	10.5
Kansas	100.0	15.6	9.7	18.5	45.3	10.8
Kentucky	100.0	18.4	11.7	22.8	40.5	6.6
Louisiana	100.0	16.3	7.4	16.3	55.7	4.2
Maine	100.0	20.1	14.9	21.3	38.8	4.8
Maryland	100.0	16.9	11.9	20.1	44.4	6.6
Massachusetts	100.0	24.0	19.1	17.7	31.5	7.7
Michigan	100.0	29.9	13.9	16.7	34.0	5.5
Minnesota	100.0	25.4	16.8	18.1	32.4	7.3
Mississippi	100.0	15.1	4.4	9.6	63.9	7.0
Missouri	100.0	18.1	7.2	17.1	48.8	8.8
Montana	100.0	22.3	9.6	13.3	51.5	3.3
Nebraska	100.0	22.8	7.1	19.1	41.1	10.0
Nevada	100.0	16.4	11.4	14.3	50.6	7.2
New Hampshire	100.0	17.1	26.7	19.8	28.7	7.6
New Jersey	100.0	24.4	11.0	19.4	38.8	6.4
New Mexico	100.0	12.9	7.5	16.5	58.5	4.6
New York	100.0	19.4	11.9	24.0	38.4	6.3
North Carolina	100.0	14.0	10.0	12.7	52.1	11.1
North Dakota	100.0	19.5	10.5	20.8	44.1	5.2
Ohio	100.0	23.3	13.3	16.5	39.5	7.4
Oklahoma	100.0	12.3	9.4	16.3	53.8	8.2
Oregon	100.0	24.7	12.1	15.2	41.3	6.6
Pennsylvania	100.0	27.2	9.6	19.7	37.2	6.3
Rhode Island	100.0	19.5	9.1	25.7	37.7	8.0
South Carolina	100.0	10.2	6.6	22.7	53.1	7.5
South Dakota	100.0	15.4	7.2	12.8	54.7	9.8
Tennessee	100.0	21.5	8.9	22.7	40.6	6.3
Texas	100.0	10.3	5.0	10.6	65.4	8.8
Utah	100.0	53.7	10.8	4.5	27.4	3.6
Vermont	100.0	25.0	13.4	19.1	34.0	8.4
Virginia	100.0	21.0	9.0	18.3	44.3	7.4
Washington	100.0	18.4	19.8	14.4	41.1	6.3
West Virginia	100.0	10.5	5.3	11.7	64.2	8.2
Wisconsin	100.0	26.4	11.7	15.3	39.4	7.2
Wyoming	100.0	12.9	9.8	20.3	49.4	7.6

Table 3c (Percentages)
Usual Hours Worked
Higher Ed ESP Work Force by State, 2019

	All Higher Ed ESP	1–29	30–34	35–39	40–44	45+
United States	100.0 %	35.1 %	3.4 %	5.8 %	47.5 %	8.1 %
Alabama	100.0	35.3	1.4	3.9	51.8	7.7
Alaska	100.0	35.6	4.9	10.2	44.3	5.0
Arizona	100.0	40.9	2.4	1.6	45.6	9.6
Arkansas	100.0	27.8	1.0	0.9	60.0	10.2
California	100.0	38.4	3.4	1.8	49.1	7.2
Colorado	100.0	35.0	6.9	1.5	46.6	10.0
Connecticut	100.0	52.9	2.1	14.9	25.5	4.5
Delaware	100.0	47.7	0.0	12.2	26.6	13.4
District of Columbia	100.0	23.8	0.0	0.0	59.0	17.2
Florida	100.0	29.6	3.2	4.1	55.8	7.3
Georgia	100.0	30.8	1.8	0.3	55.1	12.0
Hawaii	100.0	40.4	1.7	3.9	47.4	6.6
Idaho	100.0	36.1	7.7	1.6	46.4	8.3
Illinois	100.0	34.9	2.3	18.8	34.9	9.1
Indiana	100.0	35.9	1.7	5.0	47.4	10.0
Iowa	100.0	38.5	6.6	5.5	41.4	8.0
Kansas	100.0	44.6	4.8	1.5	43.0	6.1
Kentucky	100.0	29.4	1.9	24.5	36.5	7.8
Louisiana	100.0	42.1	2.3	1.9	48.7	4.9
Maine	100.0	42.0	2.6	0.0	47.4	7.9
Maryland	100.0	32.8	2.8	4.2	50.8	9.4
Massachusetts	100.0	43.4	4.9	11.4	33.3	7.1
Michigan	100.0	46.4	3.4	3.0	38.8	8.4
Minnesota	100.0	38.4	4.5	3.1	48.1	5.9
Mississippi	100.0	26.7	4.3	4.5	58.1	6.6
Missouri	100.0	33.3	5.2	1.8	54.1	5.7
Montana	100.0	44.9	7.7	1.1	36.3	9.9
Nebraska	100.0	37.8	4.1	1.1	40.9	16.1
Nevada	100.0	29.4	2.6	0.0	62.9	5.0
New Hampshire	100.0	36.1	9.6	5.4	43.3	5.7
New Jersey	100.0	25.7	1.4	20.6	46.6	5.7
New Mexico	100.0	32.4	4.2	0.4	55.2	7.8
New York	100.0	32.6	2.7	19.2	38.7	6.8
North Carolina	100.0	28.9	3.0	1.2	57.6	9.2
North Dakota	100.0	41.4	6.7	0.0	47.1	4.7
Ohio	100.0	39.1	3.9	1.7	44.6	10.7
Oklahoma	100.0	32.2	3.7	2.3	55.7	6.1
Oregon	100.0	39.2	5.6	1.3	47.3	6.6
Pennsylvania	100.0	30.6	2.6	16.8	42.3	7.7
Rhode Island	100.0	38.3	3.8	18.5	37.0	2.3
South Carolina	100.0	32.1	2.6	14.0	44.1	7.2
South Dakota	100.0	45.2	1.9	0.6	44.4	8.0
Tennessee	100.0	25.5	2.1	17.5	48.8	6.0
Texas	100.0	31.0	2.6	2.1	55.5	8.8
Utah	100.0	37.0	5.0	1.9	50.1	6.0
Vermont	100.0	64.3	0.0	6.9	21.6	7.1
Virginia	100.0	33.5	4.2	2.4	51.0	8.9
Washington	100.0	32.4	3.4	2.2	53.9	8.1
West Virginia	100.0	27.2	4.0	21.1	35.2	12.5
Wisconsin	100.0	37.5	8.4	4.0	40.0	10.2
Wyoming	100.0	36.2	1.5	0.0	47.7	14.5

Table 4
Earnings Averages for Full-Time Workers
Total, K-12, and Higher Ed ESP Work Force by State, 2020–2021

	Total	Rank	K_12	Rank	Higher Ed	Rank
United States	\$35,124	—	\$32,837	—	\$44,225	—
Alabama	31,766	37	28,418	40	42,166	28
Alaska	44,142	1	43,845	2	46,239	14
Arizona	31,349	38	28,492	39	43,369	25
Arkansas	29,870	42	27,802	42	37,276	46
California	41,413	5	39,005	7	51,216	3
Colorado	34,713	23	31,674	26	44,718	21
Connecticut	41,248	6	39,492	6	51,715	2
Delaware	44,044	2	44,738	1	40,209	37
District of Columbia	41,889	4	40,794	3	50,197	4
Florida	32,704	31	30,775	28	40,564	36
Georgia	31,315	39	29,296	36	39,683	39
Hawaii	40,248	10	38,515	9	46,862	13
Idaho	29,085	45	25,830	51	37,248	47
Illinois	36,773	15	34,289	14	44,843	20
Indiana	32,232	33	29,355	35	41,266	34
Iowa	34,530	25	29,538	31	47,292	10
Kansas	29,470	44	26,737	46	39,400	41
Kentucky	28,783	48	26,891	44	37,775	43
Louisiana	29,804	43	27,096	43	41,619	33
Maine	33,274	27	31,805	24	40,726	35
Maryland	40,523	8	38,851	8	46,209	15
Massachusetts	39,495	11	37,364	11	49,510	5
Michigan	34,558	24	30,133	29	47,481	9
Minnesota	35,928	18	32,859	18	47,596	8
Mississippi	28,477	49	26,258	49	35,238	51
Missouri	32,033	35	29,489	33	42,462	27
Montana	31,968	36	30,038	30	37,338	45
Nebraska	32,614	32	29,429	34	41,814	30
Nevada	37,936	12	36,525	12	46,132	17
New Hampshire	32,073	34	29,506	32	47,997	7
New Jersey	42,037	3	40,250	4	53,202	1
New Mexico	29,076	46	26,876	45	36,558	49
New York	40,954	7	39,586	5	48,845	6
North Carolina	32,847	30	29,228	37	43,002	26
North Dakota	35,717	20	31,715	25	46,115	18
Ohio	36,047	17	33,474	17	45,881	19
Oklahoma	28,246	51	26,121	50	35,570	50
Oregon	35,057	22	32,158	23	44,454	22
Pennsylvania	35,764	19	34,020	15	43,923	24
Rhode Island	40,275	9	37,653	10	47,039	12
South Carolina	30,933	41	28,409	41	41,781	32
South Dakota	28,465	50	26,644	47	36,919	48
Tennessee	28,866	47	26,524	48	38,419	42
Texas	31,189	40	29,067	38	41,785	31
Utah	36,170	16	32,781	19	42,034	29
Vermont	32,984	29	32,198	22	39,650	40
Virginia	35,238	21	32,755	20	44,354	23
Washington	37,723	13	35,468	13	47,197	11
West Virginia	33,044	28	31,285	27	39,977	38
Wisconsin	37,192	14	33,638	16	46,209	16
Wyoming	33,686	26	32,431	21	37,766	44

Table 5a
Earnings Categories for Full-Time Workers
Total ESP Work Force by State, 2020–2021

	Total ESP	Under \$15,000	\$15–24,999	\$25–34,999	\$35–44,999	\$45,000+
United States	100.0%	12.4%	24.1%	22.0%	15.4%	26.1%
Alabama	100.0	13.3	31.8	20.8	13.5	20.6
Alaska	100.0	11.8	7.0	23.4	14.8	43.1
Arizona	100.0	16.6	26.6	25.0	14.1	17.7
Arkansas	100.0	17.1	32.0	21.4	13.2	16.3
California	100.0	7.8	15.1	20.2	17.0	39.9
Colorado	100.0	11.7	23.8	20.9	16.5	27.1
Connecticut	100.0	5.9	16.3	20.4	14.5	42.9
Delaware	100.0	5.0	8.8	14.2	29.5	42.5
District of Columbia	100.0	9.6	12.0	22.6	13.2	42.6
Florida	100.0	11.5	29.5	23.4	15.7	20.0
Georgia	100.0	15.8	30.3	22.8	12.6	18.5
Hawaii	100.0	7.9	12.4	23.5	21.1	35.1
Idaho	100.0	23.1	27.1	24.0	12.3	13.5
Illinois	100.0	11.0	23.7	21.4	16.1	27.8
Indiana	100.0	16.2	26.7	23.0	13.8	20.3
Iowa	100.0	17.9	25.3	19.9	13.8	23.1
Kansas	100.0	25.6	27.6	20.4	11.3	15.0
Kentucky	100.0	21.9	30.9	22.8	10.7	13.6
Louisiana	100.0	18.2	33.9	17.5	10.8	19.6
Maine	100.0	7.4	24.5	30.3	24.1	13.7
Maryland	100.0	10.0	12.8	25.8	17.9	33.4
Massachusetts	100.0	8.4	19.7	21.2	14.7	36.0
Michigan	100.0	15.8	24.1	23.3	14.2	22.6
Minnesota	100.0	11.8	25.0	20.1	15.8	27.3
Mississippi	100.0	16.4	34.4	23.8	10.2	15.2
Missouri	100.0	14.1	28.2	24.1	12.9	20.7
Montana	100.0	13.4	23.8	28.5	15.3	19.1
Nebraska	100.0	17.1	25.2	18.1	17.4	22.1
Nevada	100.0	6.7	18.6	23.0	21.3	30.4
New Hampshire	100.0	13.6	28.9	32.9	8.3	16.3
New Jersey	100.0	6.9	16.2	19.7	16.4	40.8
New Mexico	100.0	20.4	32.8	19.5	10.3	17.1
New York	100.0	7.9	14.7	21.6	19.6	36.2
North Carolina	100.0	10.3	27.1	27.4	16.9	18.3
North Dakota	100.0	9.2	24.1	25.6	17.2	23.9
Ohio	100.0	9.9	25.3	20.0	16.9	27.9
Oklahoma	100.0	21.5	31.3	19.8	12.2	15.2
Oregon	100.0	9.2	21.6	26.0	17.5	25.7
Pennsylvania	100.0	11.2	21.8	19.9	21.2	26.0
Rhode Island	100.0	7.1	13.5	19.9	21.8	37.6
South Carolina	100.0	15.8	28.0	23.7	15.7	16.9
South Dakota	100.0	25.1	24.2	24.8	10.5	15.4
Tennessee	100.0	21.8	30.5	21.3	12.9	13.5
Texas	100.0	15.5	32.4	21.0	11.7	19.5
Utah	100.0	14.6	18.0	23.3	15.9	28.3
Vermont	100.0	8.5	26.0	27.1	20.9	17.5
Virginia	100.0	10.5	25.2	21.5	15.1	27.6
Washington	100.0	7.7	21.3	20.7	18.8	31.5
West Virginia	100.0	7.7	23.1	38.4	13.7	17.0
Wisconsin	100.0	11.9	22.1	20.0	17.6	28.4
Wyoming	100.0	15.5	20.1	29.1	16.2	19.0

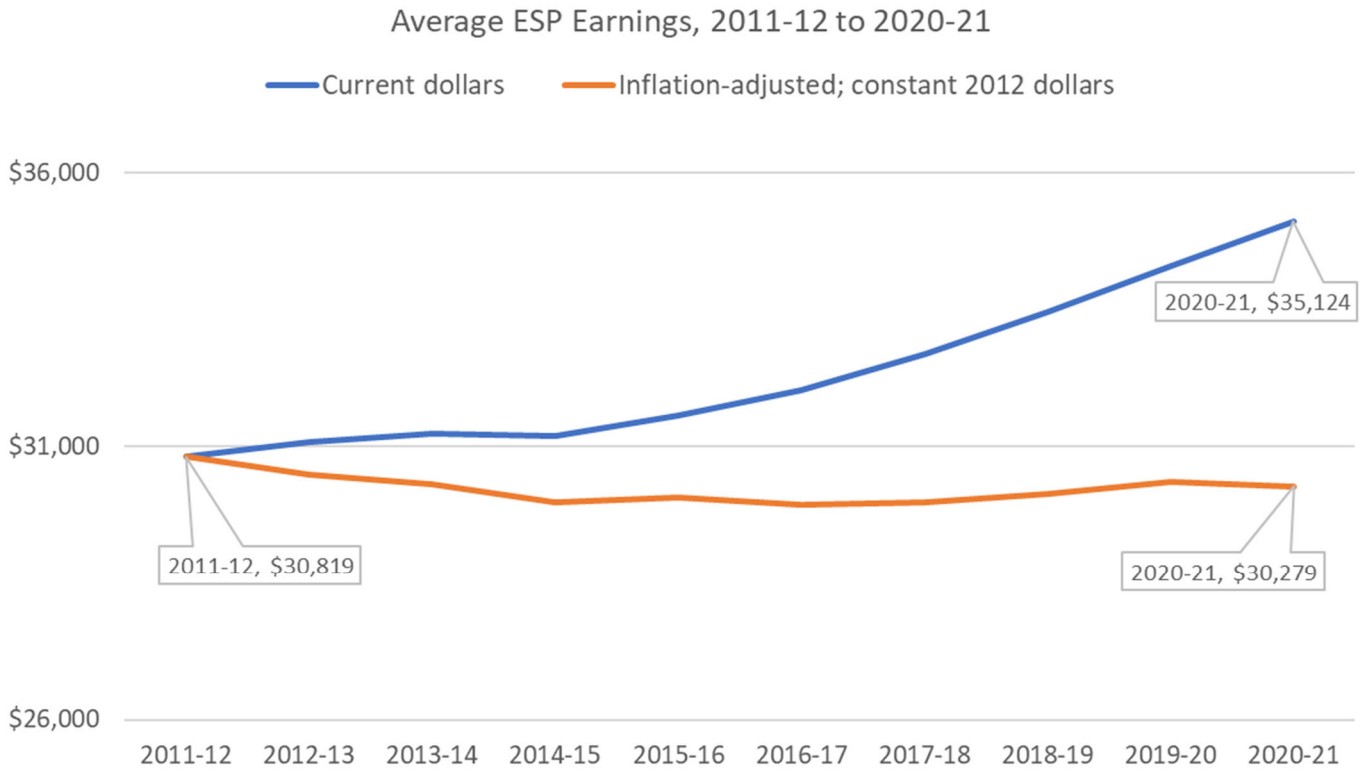
Table 5b
Earnings Categories for Full-Time Workers
K–12 ESP Work Force by State, 2020–2021

	All K–12 ESP	Under \$15,000	\$15– 24,999	\$25– 34,999	\$35– 44,999	\$45,000+
United States	100.0%	13.7%	27.8%	22.8%	14.5%	21.1%
Alabama	100.0	16.2	37.5	20.8	11.1	14.4
Alaska	100.0	12.9	7.8	24.6	15.7	39.0
Arizona	100.0	18.9	30.6	26.2	12.4	11.9
Arkansas	100.0	19.8	35.4	20.0	12.2	12.6
California	100.0	8.3	17.2	23.3	17.6	33.6
Colorado	100.0	13.2	29.7	22.6	14.7	19.8
Connecticut	100.0	5.7	18.5	20.2	15.5	40.0
Delaware	100.0	5.3	8.4	13.3	28.4	44.7
District of Columbia	100.0	11.0	13.8	23.0	14.2	38.0
Florida	100.0	13.2	33.8	22.7	13.9	16.4
Georgia	100.0	18.3	34.5	21.4	12.1	13.7
Hawaii	100.0	8.6	14.5	24.3	23.1	29.5
Idaho	100.0	27.5	33.9	19.5	8.8	10.2
Illinois	100.0	13.2	27.6	21.7	15.2	22.3
Indiana	100.0	19.8	31.0	21.3	12.3	15.5
Iowa	100.0	21.6	30.0	20.7	13.8	13.9
Kansas	100.0	29.6	31.5	18.9	8.8	11.1
Kentucky	100.0	24.4	34.8	21.5	8.8	10.5
Louisiana	100.0	19.8	39.6	17.4	8.6	14.5
Maine	100.0	7.6	26.4	29.2	24.2	12.6
Maryland	100.0	10.3	15.0	28.6	17.4	28.8
Massachusetts	100.0	7.7	22.7	24.0	14.4	31.1
Michigan	100.0	18.5	31.6	25.6	12.4	11.9
Minnesota	100.0	12.4	30.6	23.1	14.4	19.6
Mississippi	100.0	21.2	36.3	20.8	9.2	12.6
Missouri	100.0	14.4	32.8	26.1	12.9	13.8
Montana	100.0	15.0	27.3	27.3	16.0	14.5
Nebraska	100.0	21.5	27.7	19.0	15.0	16.8
Nevada	100.0	7.3	21.5	24.5	19.8	26.9
New Hampshire	100.0	12.8	34.2	34.2	7.0	11.7
New Jersey	100.0	7.2	18.1	21.5	16.7	36.4
New Mexico	100.0	24.2	36.5	19.3	8.1	12.0
New York	100.0	7.9	16.5	23.3	19.6	32.7
North Carolina	100.0	11.4	35.0	29.1	12.7	11.7
North Dakota	100.0	11.5	32.4	26.6	13.5	16.0
Ohio	100.0	11.1	30.1	20.9	15.9	22.0
Oklahoma	100.0	25.4	34.3	17.4	11.4	11.6
Oregon	100.0	9.9	26.5	30.5	15.3	17.8
Pennsylvania	100.0	12.0	25.0	20.3	19.6	23.0
Rhode Island	100.0	6.0	18.0	24.2	19.6	32.1
South Carolina	100.0	17.4	31.6	24.3	14.6	12.0
South Dakota	100.0	29.6	24.0	21.8	11.3	13.3
Tennessee	100.0	25.6	34.5	20.6	9.5	9.8
Texas	100.0	16.8	36.5	21.0	11.0	14.7
Utah	100.0	18.5	20.7	23.9	14.3	22.6
Vermont	100.0	8.8	28.1	27.5	16.8	18.9
Virginia	100.0	11.8	29.5	22.4	13.3	23.0
Washington	100.0	8.0	25.8	22.9	18.1	25.3
West Virginia	100.0	6.0	26.9	40.3	14.3	12.5
Wisconsin	100.0	8.3	29.6	20.9	19.3	21.9
Wyoming	100.0	16.6	21.1	31.3	14.5	16.5

Table 5c
Earnings Categories for Full-Time Workers
Higher Ed ESP Work Force by State, 2020–2021

	All Higher Ed ESP	Under \$15,000	\$15–24,999	\$25–34,999	\$35–44,999	\$45,000+
United States	100.0%	7.5%	9.9%	18.9%	18.9%	44.8%
Alabama	100.0	4.9	15.5	20.7	20.4	38.5
Alaska	100.0	5.2	1.8	15.9	9.8	67.4
Arizona	100.0	6.8	10.1	19.9	21.1	42.1
Arkansas	100.0	6.2	18.2	26.9	17.4	31.4
California	100.0	5.8	7.6	9.4	14.9	62.3
Colorado	100.0	7.2	5.8	15.5	21.9	49.6
Connecticut	100.0	6.5	3.4	21.6	8.5	60.0
Delaware	100.0	3.1	12.1	20.7	37.4	26.7
District of Columbia	100.0	0.0	0.0	19.8	6.7	73.5
Florida	100.0	4.7	11.9	26.0	22.9	34.4
Georgia	100.0	6.7	15.0	27.8	14.6	35.9
Hawaii	100.0	5.4	5.3	20.6	14.3	54.4
Idaho	100.0	10.6	7.8	36.8	22.0	22.8
Illinois	100.0	4.7	12.3	20.4	18.8	43.8
Indiana	100.0	5.5	14.3	27.8	18.0	34.4
Iowa	100.0	7.9	12.8	17.9	13.8	47.5
Kansas	100.0	10.3	12.7	26.3	20.8	29.9
Kentucky	100.0	10.8	13.5	28.7	19.3	27.8
Louisiana	100.0	12.1	12.2	17.7	19.2	38.8
Maine	100.0	6.0	12.6	37.2	23.3	20.9
Maryland	100.0	9.2	5.6	16.5	19.8	48.8
Massachusetts	100.0	11.3	6.6	9.3	16.1	56.7
Michigan	100.0	8.9	4.8	17.4	18.8	50.0
Minnesota	100.0	9.8	5.9	10.2	20.4	53.7
Mississippi	100.0	2.5	28.9	32.7	13.1	22.9
Missouri	100.0	12.7	10.7	16.5	13.1	46.9
Montana	100.0	8.0	11.8	32.6	12.9	34.7
Nebraska	100.0	4.9	18.3	15.7	24.2	36.9
Nevada	100.0	3.1	2.4	15.0	29.6	50.0
New Hampshire	100.0	17.5	3.0	26.2	14.9	38.3
New Jersey	100.0	4.4	4.2	8.3	14.1	68.9
New Mexico	100.0	6.0	18.5	20.2	18.8	36.4
New York	100.0	8.2	4.8	12.3	19.8	54.9
North Carolina	100.0	7.1	6.5	22.9	27.9	35.6
North Dakota	100.0	3.9	5.0	23.3	25.6	42.2
Ohio	100.0	5.6	7.4	17.0	20.6	49.5
Oklahoma	100.0	7.6	20.5	28.4	15.2	28.3
Oregon	100.0	7.0	6.6	12.0	24.2	50.1
Pennsylvania	100.0	7.6	8.3	18.2	27.6	38.3
Rhode Island	100.0	9.5	2.7	9.7	27.2	50.9
South Carolina	100.0	8.8	12.9	20.8	20.4	37.2
South Dakota	100.0	6.3	24.9	37.5	7.1	24.3
Tennessee	100.0	7.4	15.7	24.0	25.7	27.2
Texas	100.0	8.8	12.1	20.9	15.3	43.0
Utah	100.0	8.3	13.7	22.2	18.4	37.3
Vermont	100.0	6.5	8.7	24.6	54.1	6.1
Virginia	100.0	6.3	10.4	18.5	21.3	43.5
Washington	100.0	6.7	3.8	12.3	21.5	55.6
West Virginia	100.0	13.6	10.0	31.9	11.7	32.8
Wisconsin	100.0	20.2	4.6	18.1	13.9	43.2

Figure 1
Average ESP Earnings
Current and 2012 Dollars, 2011–2012 to 2020–2021

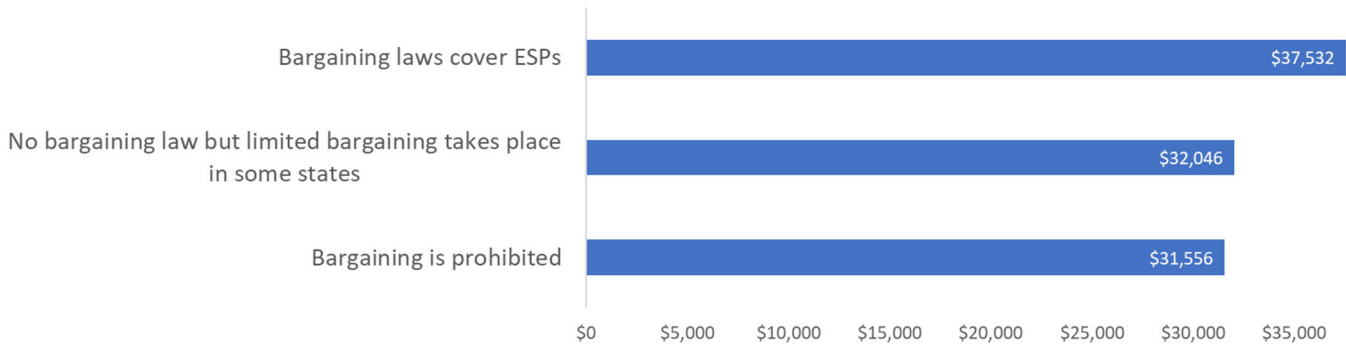


Data Sources: American Community Survey, Bureau of Labor Statistics Consumer Price Index



Figure 2
Average ESP Earnings
By State Collective Bargaining Status, 2020–2021

2020-21 Average ESP Earnings by State Collective Bargaining Status



Note: Salary averages weighted by the number of ESP. Where no bargaining law is in place, the amount of bargaining will vary significantly depending on the state.

Data Sources: American Community Survey and NEA Collective Bargaining and Member Advocacy

