



NEA Education Support Professional Earnings Report

April 2024

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 (40.8 percent), followed by clerical (16.1 percent) and custodial (15.2 percent). For higher education, clerical positions are the most common (38.0 percent), followed by paraeducators, including graduate assistants (20.1 percent), and technical services (15.0 percent). (Tables 2b and 2c)
- More than three-quarters of all ESPs (76.4 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 (79.8 percent) and slightly lower in higher education (66.2 percent). (Tables 3a, 3b and 3)
- Among ESPs working full-time, the average earnings in 2022-23 was \$35,995. This average was slightly lower for K–12 (\$33,756) and higher in higher education (\$44,898). (Table 4)
 - Delaware had the highest average K–12 ESP full-time earnings at \$44,237. The average K–12 ESP full-time earnings was above \$40,000 in only five states (Delaware, District of Columbia, Alaska, New Jersey, and Connecticut).
 - Oklahoma had the lowest average K–12 ESP full-time earnings at \$26,612. The average K–12 ESP full-time earnings was below \$28,000 in six states (Oklahoma, Idaho, Mississippi, Kansas, Kentucky, and Tennessee).
 - 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).
- A third (32.7 percent) of all ESPs working full-time earn less than \$25,000 per year, and 11.2 percent earn less than \$15,000. Among those working in K–12 schools, 38.0 percent earn less than \$25,000, and 12.5 percent earn less than \$15,000. Within higher education, 14.0 percent earn less than \$25,000, and 6.4 percent earn less than \$15,000. (Tables 5a, 5b, and 5c)
- The average earnings for ESP rose from \$31,223 in 2013-14 to \$35,995 in 2022-23. However, when adjusted for inflation, the average earnings for ESP fell from \$31,223 to \$28,149 in constant 2014 dollars. (Figure 1)

- In states where there are bargaining laws covering ESPs, the average earnings is \$38,167. In states that do not have a bargaining law but where bargaining may take place, the average ESP earnings is \$33,831. In states where bargaining is prohibited, the average ESP earnings is \$32,308. (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 (2017-2021), while other tables use three years of data (2019-21). Earnings data are adjusted to 2022 dollars and are termed 2022–2023 to reflect the academic calendar.

Table 1**Work Force by Level****Total, K-12, and Higher Ed ESP by State, 2021**

	Total	K-12	Higher Ed
United States	3,085,303	2,298,937	786,366
Alabama	46,723	32,445	14,278
Alaska	8,328	7,001	1,327
Arizona	68,283	49,313	18,970
Arkansas	27,772	21,249	6,523
California	364,879	276,505	88,374
Colorado	54,225	37,960	16,265
Connecticut	31,883	23,451	8,432
Delaware	9,452	7,589	1,863
District of Columbia	5,828	4,886	942
Florida	146,906	109,534	37,372
Georgia	106,739	79,106	27,633
Hawaii	14,922	10,176	4,746
Idaho	18,961	13,742	5,219
Illinois	112,246	81,170	31,076
Indiana	59,403	44,072	15,331
Iowa	39,702	26,499	13,203
Kansas	41,485	30,012	11,473
Kentucky	46,812	36,541	10,271
Louisiana	44,065	32,011	12,054
Maine	11,748	9,458	2,290
Maryland	60,353	41,948	18,405
Massachusetts	64,213	47,393	16,820
Michigan	76,249	50,787	25,462
Minnesota	57,692	44,106	13,586
Mississippi	30,971	22,396	8,575
Missouri	51,233	38,581	12,652
Montana	12,183	9,106	3,077
Nebraska	24,401	17,308	7,093
Nevada	23,897	18,850	5,047
New Hampshire	12,472	9,959	2,513
New Jersey	86,748	71,009	15,739
New Mexico	25,150	18,100	7,050
New York	218,773	178,491	40,282
North Carolina	86,681	56,951	29,730
North Dakota	8,368	5,376	2,992
Ohio	98,643	73,239	25,404
Oklahoma	40,344	29,698	10,646
Oregon	40,988	28,941	12,047
Pennsylvania	87,680	66,739	20,941
Rhode Island	8,794	5,492	3,302
South Carolina	47,011	34,476	12,535
South Dakota	11,347	7,933	3,414
Tennessee	55,775	42,270	13,505
Texas	299,320	228,589	70,731
Utah	42,848	29,309	13,539
Vermont	6,770	5,282	1,488
Virginia	86,938	65,692	21,246
Washington	75,899	57,295	18,604
West Virginia	19,396	14,045	5,351
Wisconsin	53,202	38,793	14,409
Wyoming	10,602	8,063	2,539

Table 2a
Career Families
Total ESP Work Force by State, 2021

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0 %	14.4 %	1.9 %	9.0 %	2.1 %	35.5 %	21.7 %	6.5 %	2.2 %	6.7 %
Alabama	100.0	13.0	2.0	13.0	2.2	24.4	24.5	6.6	2.4	12.1
Alaska	100.0	17.4	1.3	7.6	1.3	45.0	18.4	3.7	2.7	2.7
Arizona	100.0	13.2	1.9	4.7	2.5	35.3	22.3	8.1	3.3	8.8
Arkansas	100.0	17.5	1.1	11.5	1.2	28.7	23.1	7.5	2.0	7.3
California	100.0	12.9	1.8	8.3	3.0	38.3	23.3	6.9	2.3	3.3
Colorado	100.0	12.1	2.3	10.0	3.1	33.1	21.9	8.0	2.5	7.1
Connecticut	100.0	16.4	3.9	6.1	2.0	43.1	21.7	4.8	0.7	1.3
Delaware	100.0	13.6	4.0	16.3	2.0	32.2	19.6	6.2	4.2	1.8
District of Columbia	100.0	15.6	2.6	1.7	0.9	44.6	16.3	8.6	7.1	2.6
Florida	100.0	14.8	3.4	10.0	1.7	28.8	23.2	7.8	3.6	6.7
Georgia	100.0	12.9	1.9	10.7	1.6	33.6	20.9	5.6	2.0	10.7
Hawaii	100.0	14.9	3.3	8.4	2.2	40.6	24.0	6.0	0.4	0.2
Idaho	100.0	15.0	0.7	11.5	1.8	38.3	21.6	4.0	1.8	5.2
Illinois	100.0	14.4	2.5	8.3	2.1	35.2	23.5	6.4	2.2	5.4
Indiana	100.0	14.3	0.7	12.4	1.4	31.3	19.5	7.8	1.9	10.6
Iowa	100.0	16.9	1.4	9.0	2.5	35.2	18.4	7.4	1.8	7.3
Kansas	100.0	13.8	0.8	6.9	0.9	43.6	20.9	5.2	1.9	6.1
Kentucky	100.0	13.0	1.7	13.4	2.8	31.4	20.0	5.2	1.0	11.6
Louisiana	100.0	15.0	0.8	10.4	2.3	32.4	23.8	4.5	1.5	9.3
Maine	100.0	13.2	0.3	19.8	0.5	28.7	18.7	3.0	1.1	14.8
Maryland	100.0	16.5	2.1	7.3	1.4	34.2	21.4	6.9	4.2	6.0
Massachusetts	100.0	11.6	1.4	11.2	1.9	44.7	20.4	5.7	1.3	1.8
Michigan	100.0	10.9	1.6	9.1	1.9	37.0	25.2	6.4	1.3	6.6
Minnesota	100.0	13.3	0.7	8.7	1.5	42.4	20.5	6.2	2.3	4.3
Mississippi	100.0	14.6	3.0	14.7	1.1	28.5	23.8	5.0	2.4	6.9
Missouri	100.0	18.3	0.6	8.2	2.1	33.7	21.9	5.3	2.3	7.7
Montana	100.0	25.6	1.2	9.6	0.4	30.1	17.9	8.3	1.1	5.7
Nebraska	100.0	16.1	1.1	9.5	2.1	39.2	20.6	4.8	1.9	4.8
Nevada	100.0	14.3	2.8	5.9	3.9	35.1	21.8	6.0	1.7	8.5

New Hampshire	100.0	12.7	0.4	9.6	1.6	49.6	16.2	5.1	0.9	3.9
New Jersey	100.0	15.4	4.1	3.5	1.3	42.7	21.1	5.6	1.1	5.2
New Mexico	100.0	12.3	3.1	10.6	1.5	37.8	18.0	9.0	2.1	5.6
New York	100.0	14.0	2.9	5.9	1.2	44.4	19.5	5.0	1.6	5.6
North Carolina	100.0	13.7	1.2	10.4	2.4	28.4	22.4	7.2	3.3	10.9
North Dakota	100.0	23.5	0.2	10.6	3.6	29.9	15.4	8.4	0.8	7.5
Ohio	100.0	14.9	2.4	9.7	2.3	32.6	19.9	5.0	1.6	11.5
Oklahoma	100.0	13.4	1.4	12.3	1.1	38.1	21.9	5.1	1.7	5.0
Oregon	100.0	10.4	1.8	9.6	1.7	38.7	22.7	9.4	0.8	4.9
Pennsylvania	100.0	21.5	2.5	7.6	1.5	31.9	21.2	5.9	2.8	5.1
Rhode Island	100.0	17.7	1.8	4.0	3.9	41.0	21.4	6.8	2.6	0.9
South Carolina	100.0	17.4	1.4	9.6	1.7	28.0	25.5	7.0	1.9	7.7
South Dakota	100.0	16.9	1.6	8.4	1.7	41.9	18.5	3.7	0.8	6.5
Tennessee	100.0	12.8	1.9	11.6	1.3	35.7	22.6	5.5	2.0	6.6
Texas	100.0	15.0	2.0	10.4	2.1	31.7	22.4	7.3	2.8	6.2
Utah	100.0	18.4	0.7	7.9	4.4	31.7	20.4	8.3	2.1	6.1
Vermont	100.0	14.7	1.3	6.1	1.1	42.0	21.1	7.8	1.9	3.9
Virginia	100.0	12.2	1.1	9.1	2.5	33.3	18.7	8.3	2.5	12.3
Washington	100.0	12.5	1.3	5.9	2.3	38.6	21.2	6.9	2.3	8.9
West Virginia	100.0	17.0	0.4	12.7	2.0	27.9	17.5	4.3	4.5	13.7
Wisconsin	100.0	14.9	0.7	9.1	2.4	36.3	22.7	6.1	4.0	3.7
Wyoming	100.0	17.0	0.5	5.4	1.9	43.9	14.4	6.7	0.6	9.8

Table 2b
Career Families
K-12 ESP Work Force by State, 2021

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0 %	15.2 %	1.5 %	11.0 %	1.5 %	40.8 %	16.1 %	3.6 %	1.7 %	8.6 %
Alabama	100.0	14.5	0.3	18.2	1.9	26.4	16.5	2.9	2.0	17.3
Alaska	100.0	20.7	1.5	6.7	0.0	51.0	12.5	1.5	3.3	2.9
Arizona	100.0	14.8	2.1	6.0	2.5	41.4	16.1	2.8	2.3	12.1
Arkansas	100.0	20.4	0.7	14.9	0.4	29.7	18.1	4.9	1.5	9.4
California	100.0	13.3	1.4	9.7	2.4	45.0	18.0	4.0	2.0	4.1
Colorado	100.0	12.4	1.8	12.2	3.1	37.0	16.0	5.4	2.5	9.6
Connecticut	100.0	15.6	4.7	6.6	2.2	52.2	13.7	2.9	0.6	1.6
Delaware	100.0	14.7	4.1	20.1	0.9	31.6	16.5	6.1	3.8	2.3
District of Columbia	100.0	15.2	2.9	1.5	1.0	48.6	15.8	4.0	8.5	2.6
Florida	100.0	15.7	3.8	13.1	1.6	31.5	16.9	4.9	3.7	8.8
Georgia	100.0	13.6	0.9	12.7	1.2	37.4	15.3	3.1	1.8	14.1
Hawaii	100.0	16.8	3.1	12.0	2.5	43.0	19.4	3.1	0.0	0.1
Idaho	100.0	14.6	0.2	15.2	1.6	45.3	13.6	2.0	0.7	6.8
Illinois	100.0	15.0	2.1	9.7	1.7	42.3	17.6	3.6	0.9	7.2
Indiana	100.0	14.8	0.3	16.0	0.5	36.6	12.9	3.8	1.1	14.0
Iowa	100.0	19.0	1.4	10.3	1.6	42.8	11.1	3.8	0.8	9.1
Kansas	100.0	15.4	0.5	8.2	0.7	51.1	13.2	2.2	0.7	8.1
Kentucky	100.0	13.9	0.8	17.1	1.2	35.2	13.8	2.7	0.6	14.6
Louisiana	100.0	18.2	0.2	14.2	0.7	36.2	14.6	1.9	1.2	12.7
Maine	100.0	14.6	0.2	21.9	0.6	31.0	11.1	2.1	0.3	18.3
Maryland	100.0	18.3	1.2	9.8	1.0	41.3	14.0	3.7	2.8	8.0
Massachusetts	100.0	12.1	0.7	12.0	1.6	53.6	13.5	3.6	0.6	2.2
Michigan	100.0	10.8	0.6	11.1	0.9	44.1	19.8	2.8	0.5	9.4
Minnesota	100.0	12.9	0.3	10.4	1.2	49.5	16.0	3.1	1.3	5.3
Mississippi	100.0	14.9	2.1	17.7	0.3	34.7	17.8	2.4	0.8	9.3
Missouri	100.0	20.5	0.1	10.6	1.3	37.1	16.4	2.8	1.0	10.1
Montana	100.0	31.0	1.0	9.0	0.4	31.0	13.7	5.2	1.1	7.6
Nebraska	100.0	14.9	1.0	12.3	1.7	45.1	13.7	3.1	1.5	6.7
Nevada	100.0	14.3	2.9	6.2	2.9	38.8	18.2	4.6	1.5	10.6
New Hampshire	100.0	12.5	0.5	9.6	2.0	55.5	13.1	2.5	1.2	3.0

New Jersey	100.0	15.5	3.6	3.7	0.4	49.6	16.8	3.2	0.8	6.3
New Mexico	100.0	14.0	2.1	14.4	0.4	42.6	11.6	6.1	1.2	7.7
New York	100.0	14.2	2.4	6.8	0.9	50.3	14.7	2.8	1.2	6.7
North Carolina	100.0	13.3	0.6	14.1	1.9	34.2	14.7	2.5	2.4	16.3
North Dakota	100.0	22.8	0.0	12.3	0.5	39.2	8.4	5.2	0.0	11.7
Ohio	100.0	16.9	1.9	10.8	1.1	36.2	15.1	2.7	0.8	14.6
Oklahoma	100.0	14.5	0.9	15.6	1.1	41.4	16.9	1.8	1.1	6.6
Oregon	100.0	10.1	1.5	11.4	1.1	45.9	18.2	4.9	0.6	6.2
Pennsylvania	100.0	22.6	2.7	9.3	1.5	35.7	16.2	3.3	2.2	6.5
Rhode Island	100.0	18.2	0.5	1.4	2.1	54.4	13.7	6.0	2.7	1.0
South Carolina	100.0	19.1	0.9	12.2	1.3	32.3	18.7	4.0	1.3	10.2
South Dakota	100.0	19.9	1.6	11.9	1.9	44.7	9.5	0.8	0.5	9.1
Tennessee	100.0	11.9	1.2	15.0	0.8	40.2	18.6	2.5	1.5	8.3
Texas	100.0	17.0	1.2	12.9	1.8	34.8	18.1	4.0	2.5	7.8
Utah	100.0	20.5	0.3	10.6	2.7	37.8	14.2	5.1	1.4	7.4
Vermont	100.0	12.7	1.4	6.2	1.1	48.5	17.0	8.0	0.2	4.9
Virginia	100.0	13.5	1.0	11.5	1.4	37.1	12.2	5.8	1.6	15.9
Washington	100.0	11.8	0.9	6.6	1.7	45.4	16.7	3.7	1.9	11.2
West Virginia	100.0	16.3	0.1	15.7	1.5	28.1	11.7	2.3	5.4	18.8
Wisconsin	100.0	15.9	0.4	11.0	2.0	42.6	18.4	2.9	2.5	4.4
Wyoming	100.0	18.9	0.6	6.0	0.0	46.9	12.5	2.9	0.5	11.7

Table 2c
Career Families
Higher Ed ESP Work Force by State, 2021

	Total ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
United States	100.0 %	11.9 %	3.2 %	3.3 %	3.6 %	20.1 %	38.0 %	15.0 %	3.8 %	1.0 %
Alabama	100.0	9.5	5.8	0.9	2.9	19.7	42.5	14.9	3.5	0.2
Alaska	100.0	0.0	0.0	12.6	7.9	13.3	49.4	15.3	0.0	1.6
Arizona	100.0	9.3	1.4	1.3	2.3	19.4	38.5	21.8	5.9	0.1
Arkansas	100.0	8.2	2.5	0.4	3.9	25.4	39.2	15.9	3.9	0.5
California	100.0	11.7	3.2	3.9	4.5	17.1	39.8	15.9	3.4	0.6
Colorado	100.0	11.4	3.4	5.0	3.3	23.9	35.6	14.0	2.3	1.1
Connecticut	100.0	18.8	1.9	4.8	1.7	17.7	43.9	10.0	0.9	0.3
Delaware	100.0	9.2	3.4	1.2	6.3	35.1	32.4	6.5	6.0	0.0
District of Columbia	100.0	17.7	1.3	2.7	0.0	24.2	18.6	32.6	0.0	3.0
Florida	100.0	12.0	2.2	1.0	2.1	20.9	41.5	16.4	3.3	0.6
Georgia	100.0	10.8	4.9	5.2	3.0	22.9	36.9	12.7	2.6	1.0
Hawaii	100.0	11.1	3.8	0.8	1.5	35.3	33.8	12.4	1.1	0.3
Idaho	100.0	16.1	1.9	2.0	2.5	20.0	42.6	9.3	4.6	1.1
Illinois	100.0	12.9	3.5	4.7	3.3	16.6	39.1	13.6	5.5	0.8
Indiana	100.0	12.8	1.6	2.0	4.1	16.3	38.7	19.3	4.2	1.0
Iowa	100.0	12.7	1.4	6.3	4.4	20.1	33.0	14.8	3.7	3.7
Kansas	100.0	9.6	1.7	3.6	1.3	24.1	41.1	13.0	4.8	0.8
Kentucky	100.0	9.5	4.9	0.2	8.2	18.1	42.0	14.0	2.5	0.7
Louisiana	100.0	6.3	2.5	0.5	6.6	22.5	48.0	11.3	2.2	0.3
Maine	100.0	7.6	0.6	11.2	0.0	19.3	50.1	6.8	4.5	0.0
Maryland	100.0	12.4	4.2	1.7	2.4	18.2	38.4	14.2	7.3	1.3
Massachusetts	100.0	10.3	3.5	8.9	2.6	19.5	39.8	11.5	3.3	0.5
Michigan	100.0	11.1	3.7	5.1	4.0	22.8	35.9	13.4	2.9	1.1
Minnesota	100.0	14.7	2.2	3.0	2.6	19.5	35.0	16.4	5.4	1.1
Mississippi	100.0	13.8	5.3	7.1	3.1	12.2	39.6	11.8	6.5	0.6
Missouri	100.0	11.4	2.0	0.9	4.5	23.2	38.5	13.0	6.4	0.2
Montana	100.0	9.8	1.7	11.4	0.5	27.7	30.3	17.5	1.1	0.0
Nebraska	100.0	18.8	1.2	2.6	2.8	24.9	37.7	9.1	2.9	0.0
Nevada	100.0	14.3	2.6	4.5	7.8	21.1	35.3	11.0	2.6	0.7
New Hampshire	100.0	13.6	0.0	9.5	0.0	25.9	28.6	15.2	0.0	7.2
New Jersey	100.0	15.1	6.2	2.4	5.0	11.8	40.4	16.1	2.6	0.3

New Mexico	100.0	8.2	5.6	0.7	4.3	25.6	34.5	16.5	4.4	0.2
New York	100.0	12.8	5.4	1.9	2.7	18.2	41.0	14.6	3.0	0.4
North Carolina	100.0	14.4	2.5	3.4	3.4	17.3	37.2	16.2	4.9	0.8
North Dakota	100.0	24.8	0.6	7.7	9.3	13.2	28.0	14.1	2.2	0.0
Ohio	100.0	8.9	3.9	6.7	5.8	22.5	33.8	11.4	4.1	2.6
Oklahoma	100.0	10.3	2.6	2.8	1.0	29.0	35.8	14.4	3.4	0.6
Oregon	100.0	11.1	2.5	5.1	3.3	21.3	33.6	20.2	1.3	1.7
Pennsylvania	100.0	17.8	2.1	2.1	1.4	19.8	37.4	14.3	4.6	0.5
Rhode Island	100.0	16.8	4.0	8.1	6.9	18.6	34.2	8.2	2.3	0.8
South Carolina	100.0	12.6	2.7	2.6	2.6	16.1	44.0	15.4	3.4	0.7
South Dakota	100.0	10.0	1.5	0.3	1.4	35.4	39.2	10.4	1.4	0.5
Tennessee	100.0	15.9	4.2	0.9	2.7	21.8	35.2	14.7	3.6	1.1
Texas	100.0	8.7	4.5	2.4	3.3	21.8	36.2	18.0	3.7	1.4
Utah	100.0	14.1	1.6	2.2	8.0	18.5	33.9	15.0	3.6	3.2
Vermont	100.0	22.0	1.2	5.8	1.1	19.2	35.5	7.3	8.1	0.0
Virginia	100.0	8.0	1.7	1.4	6.1	21.7	38.8	15.9	5.2	1.1
Washington	100.0	14.8	2.5	3.9	4.1	17.7	34.8	16.8	3.5	2.0
West Virginia	100.0	19.0	1.2	4.9	3.2	27.3	32.6	9.6	1.9	0.4
Wisconsin	100.0	12.1	1.4	4.2	3.6	19.2	34.4	15.0	8.2	2.0
Wyoming	100.0	10.8	0.0	3.3	8.0	34.1	20.3	18.7	0.9	3.9

Table 3a (Percentages)
Usual Hours Worked
Total ESP Work Force by State, 2021

	Total ESP	1-29	30-34	35-39	40-44	45+
United States	100.0 %	23.6 %	9.2 %	12.8 %	47.6 %	6.8 %
Alabama	100.0	23.0	5.5	10.2	53.0	8.2
Alaska	100.0	13.4	11.7	16.9	51.9	6.1
Arizona	100.0	23.7	9.3	9.2	50.7	7.1
Arkansas	100.0	16.7	4.9	9.5	60.7	8.1
California	100.0	30.7	13.7	5.7	44.8	5.2
Colorado	100.0	24.4	9.3	9.8	48.8	7.6
Connecticut	100.0	27.6	13.6	22.4	30.5	5.9
Delaware	100.0	25.4	4.5	17.4	47.9	4.8
District of Columbia	100.0	10.1	6.6	4.5	70.0	8.8
Florida	100.0	17.9	7.1	14.7	52.6	7.7
Georgia	100.0	20.4	6.4	6.6	58.6	8.0
Hawaii	100.0	29.8	4.7	1.8	56.4	7.2
Idaho	100.0	27.5	13.1	12.1	40.6	6.7
Illinois	100.0	24.2	8.4	17.7	44.2	5.5
Indiana	100.0	31.0	11.8	9.3	42.1	5.7
Iowa	100.0	23.9	10.6	15.2	42.0	8.3
Kansas	100.0	27.1	7.8	14.9	41.7	8.6
Kentucky	100.0	19.9	11.2	23.0	37.9	7.9
Louisiana	100.0	25.1	6.2	12.7	51.2	4.7
Maine	100.0	27.1	16.7	14.6	35.9	5.7
Maryland	100.0	19.2	7.4	13.3	53.5	6.6
Massachusetts	100.0	24.3	16.0	17.8	35.1	6.9
Michigan	100.0	33.7	10.0	12.9	37.0	6.4
Minnesota	100.0	25.8	13.6	11.7	42.6	6.3
Mississippi	100.0	15.8	3.7	9.0	63.6	7.8
Missouri	100.0	21.4	6.8	14.4	50.2	7.1
Montana	100.0	31.8	7.2	9.3	46.3	5.3
Nebraska	100.0	24.1	9.3	11.6	46.1	8.9
Nevada	100.0	19.5	10.8	13.2	48.6	7.9
New Hampshire	100.0	23.5	19.4	16.2	34.9	6.0
New Jersey	100.0	23.6	9.2	21.6	39.4	6.1

New Mexico	100.0	18.5	9.6	13.2	53.7	5.1
New York	100.0	23.1	10.8	22.2	38.0	5.9
North Carolina	100.0	19.3	7.0	8.1	57.4	8.3
North Dakota	100.0	19.0	12.3	10.7	52.1	6.0
Ohio	100.0	27.9	10.2	13.4	41.0	7.5
Oklahoma	100.0	16.8	9.7	11.7	52.9	8.9
Oregon	100.0	26.2	12.8	11.4	44.0	5.6
Pennsylvania	100.0	24.5	8.4	17.1	43.7	6.4
Rhode Island	100.0	25.6	5.7	22.7	41.7	4.3
South Carolina	100.0	15.5	6.5	17.7	51.9	8.4
South Dakota	100.0	25.1	6.9	13.6	48.1	6.3
Tennessee	100.0	19.1	5.8	22.3	45.7	7.1
Texas	100.0	15.6	4.1	8.3	63.6	8.5
Utah	100.0	47.1	8.5	5.1	35.6	3.7
Vermont	100.0	26.1	9.9	19.5	35.7	8.8
Virginia	100.0	21.9	7.1	14.5	49.4	7.0
Washington	100.0	23.1	15.3	11.1	44.9	5.6
West Virginia	100.0	19.0	5.9	17.9	49.7	7.4
Wisconsin	100.0	29.5	9.5	12.1	43.6	5.2
Wyoming	100.0	29.1	7.0	13.3	42.2	8.4

**Table 3b (Percentages)
Usual Hours Worked
K-12 ESP Work Force by State, 2021**

	Total ESP	1-29	30-34	35-39	40-44	45+
United States	100.0 %	20.2 %	11.3 %	15.1 %	47.1 %	6.4 %
Alabama	100.0	19.1	7.0	13.7	51.6	8.7
Alaska	100.0	14.0	9.6	20.1	51.0	5.3
Arizona	100.0	17.4	12.1	12.2	52.5	5.8
Arkansas	100.0	12.0	6.4	12.0	61.5	8.1
California	100.0	29.6	16.8	7.0	42.5	4.1
Colorado	100.0	18.1	11.6	13.6	48.6	8.0
Connecticut	100.0	22.0	17.0	22.5	32.8	5.8
Delaware	100.0	23.0	5.1	16.8	50.4	4.6
District of Columbia	100.0	7.4	7.8	5.2	69.9	9.6
Florida	100.0	13.8	8.5	18.4	51.3	8.0
Georgia	100.0	17.2	7.8	8.6	59.0	7.4
Hawaii	100.0	18.2	6.5	2.0	64.1	9.2
Idaho	100.0	26.9	16.5	14.5	38.3	3.7
Illinois	100.0	20.3	10.8	18.1	45.3	5.5
Indiana	100.0	31.2	15.1	11.5	37.7	4.6
Iowa	100.0	19.8	13.5	20.5	38.7	7.5
Kansas	100.0	18.6	9.6	20.2	42.3	9.3
Kentucky	100.0	18.1	12.9	22.9	38.6	7.6
Louisiana	100.0	16.5	7.8	16.8	53.4	5.4
Maine	100.0	20.8	20.3	18.1	35.5	5.2
Maryland	100.0	15.7	9.8	17.6	51.2	5.7
Massachusetts	100.0	21.2	20.2	18.2	33.8	6.6
Michigan	100.0	29.8	12.7	18.0	33.8	5.8
Minnesota	100.0	21.8	16.7	14.5	40.1	6.9
Mississippi	100.0	11.9	3.3	11.0	66.7	7.1
Missouri	100.0	15.8	7.5	18.1	51.2	7.4
Montana	100.0	27.4	7.5	11.7	48.8	4.6
Nebraska	100.0	19.5	11.2	16.4	44.1	8.8
Nevada	100.0	16.2	12.3	16.6	46.7	8.3
New Hampshire	100.0	20.6	23.8	19.1	30.6	5.9
New Jersey	100.0	23.5	11.0	20.1	39.5	5.9

New Mexico	100.0	11.7	11.4	18.0	55.5	3.5
New York	100.0	20.3	12.5	22.7	38.6	6.0
North Carolina	100.0	15.2	9.2	11.5	55.8	8.3
North Dakota	100.0	16.0	12.8	16.6	49.1	5.5
Ohio	100.0	23.9	12.6	17.3	39.8	6.5
Oklahoma	100.0	10.9	11.6	15.3	53.5	8.8
Oregon	100.0	21.9	15.4	15.7	41.7	5.3
Pennsylvania	100.0	22.7	10.2	18.0	42.9	6.2
Rhode Island	100.0	24.0	8.2	20.9	42.5	4.4
South Carolina	100.0	9.7	7.5	17.8	55.9	9.2
South Dakota	100.0	14.6	8.6	18.2	53.6	5.0
Tennessee	100.0	16.8	6.7	24.3	45.8	6.5
Texas	100.0	10.9	4.5	10.3	66.0	8.2
Utah	100.0	53.4	10.5	5.6	27.7	2.8
Vermont	100.0	19.4	10.8	23.0	39.1	7.8
Virginia	100.0	18.8	8.3	18.6	48.0	6.3
Washington	100.0	20.5	19.3	14.2	41.5	4.5
West Virginia	100.0	12.2	5.9	16.1	60.0	5.7
Wisconsin	100.0	26.4	10.9	15.5	42.3	4.9
Wyoming	100.0	22.6	9.1	17.5	43.7	7.1

Table 3c (Percentages)
Usual Hours Worked
Higher Ed ESP Work Force by State, 2021

	All HiEd ESP	1-29	30-34	35-39	40-44	45+
United States	100.0 %	33.8 %	3.4 %	6.0 %	48.9 %	7.9 %
Alabama	100.0	32.0	2.2	2.4	56.3	7.2
Alaska	100.0	10.2	23.0	0.0	56.4	10.5
Arizona	100.0	40.2	2.1	1.5	45.9	10.3
Arkansas	100.0	32.2	0.3	1.5	57.9	8.2
California	100.0	34.1	3.8	1.7	51.9	8.5
Colorado	100.0	39.2	4.0	0.9	49.1	6.8
Connecticut	100.0	43.3	4.2	22.0	24.4	6.1
Delaware	100.0	34.8	2.1	19.7	37.8	5.5
District of Columbia	100.0	23.8	0.0	0.8	70.8	4.6
Florida	100.0	29.9	3.0	3.8	56.5	6.8
Georgia	100.0	29.5	2.2	0.9	57.7	9.7
Hawaii	100.0	54.6	0.9	1.4	40.1	3.0
Idaho	100.0	29.0	4.3	5.5	46.8	14.4
Illinois	100.0	34.3	2.1	16.6	41.3	5.7
Indiana	100.0	30.6	2.4	3.3	55.0	8.8
Iowa	100.0	32.1	4.7	4.5	48.7	10.1
Kansas	100.0	49.2	3.0	0.9	40.1	6.7
Kentucky	100.0	26.5	5.5	23.3	35.5	9.2
Louisiana	100.0	48.1	2.0	1.9	45.2	2.9
Maine	100.0	53.2	2.0	0.0	37.5	7.3
Maryland	100.0	27.1	2.0	3.3	58.7	8.8
Massachusetts	100.0	32.8	4.3	16.6	38.6	7.7
Michigan	100.0	41.4	4.8	2.7	43.4	7.7
Minnesota	100.0	38.9	3.3	2.6	50.6	4.6
Mississippi	100.0	26.2	5.0	3.7	55.5	9.6
Missouri	100.0	38.6	4.9	3.2	47.3	6.1
Montana	100.0	44.8	6.3	2.2	39.2	7.5
Nebraska	100.0	35.2	4.5	0.0	51.0	9.2
Nevada	100.0	32.0	5.4	0.6	55.6	6.4
New Hampshire	100.0	35.1	2.1	4.5	51.8	6.4
New Jersey	100.0	24.3	0.8	28.6	39.4	6.9

New Mexico	100.0	35.9	4.9	0.8	49.0	9.4
New York	100.0	35.6	3.2	20.0	35.5	5.6
North Carolina	100.0	27.1	2.6	1.7	60.4	8.2
North Dakota	100.0	24.3	11.5	0.0	57.3	7.0
Ohio	100.0	39.6	3.4	2.1	44.4	10.5
Oklahoma	100.0	33.3	4.6	1.8	51.2	9.2
Oregon	100.0	36.3	6.6	1.1	49.5	6.5
Pennsylvania	100.0	30.1	2.6	14.0	46.2	7.2
Rhode Island	100.0	28.2	1.5	25.7	40.3	4.3
South Carolina	100.0	31.4	3.9	17.4	40.8	6.5
South Dakota	100.0	49.6	2.8	3.1	35.4	9.2
Tennessee	100.0	26.2	3.1	16.2	45.6	9.0
Texas	100.0	30.6	2.7	1.6	55.6	9.5
Utah	100.0	33.5	4.1	3.9	52.6	5.9
Vermont	100.0	49.9	6.9	7.0	23.6	12.6
Virginia	100.0	31.6	3.5	1.9	53.8	9.2
Washington	100.0	31.3	2.8	1.3	55.6	8.9
West Virginia	100.0	36.8	5.8	22.6	22.7	12.1
Wisconsin	100.0	38.0	5.8	3.1	47.1	6.0
Wyoming	100.0	49.7	0.3	0.0	37.3	12.6

Table 4
Earnings Averages for Full-Time Workers
Total, K-12, and Higher Ed ESP Work Force by State, 2022–2023

	Total	Rank	K-12	Rank	Higher Ed	Rank
United States	\$33,995	—	\$33,756	—	\$44,898	—
Alabama	33,103	35	29,768	40	42,380	35
Alaska	42,615	4	42,118	3	45,534	19
Arizona	33,139	34	30,199	37	44,634	24
Arkansas	31,104	43	29,177	42	39,243	45
California	41,973	6	39,877	6	50,858	3
Colorado	36,735	21	33,424	23	47,601	13
Connecticut	42,369	5	40,285	5	53,022	1
Delaware	44,384	2	44,237	1	45,139	20
District of Columbia	44,710	1	44,098	2	49,708	4
Florida	34,068	28	32,127	27	41,778	38
Georgia	32,362	39	30,219	36	39,878	42
Hawaii	40,572	9	39,221	8	46,333	18
Idaho	29,899	46	26,628	50	38,370	48
Illinois	36,998	17	34,844	17	44,209	26
Indiana	33,278	33	30,450	32	41,923	37
Iowa	34,262	27	29,649	41	47,374	16
Kansas	29,875	47	27,024	48	41,931	36
Kentucky	29,624	49	27,053	47	40,917	39
Louisiana	31,360	42	28,640	43	43,253	28
Maine	32,314	40	31,363	29	39,061	47
Maryland	40,234	10	38,235	10	46,741	17
Massachusetts	39,046	12	36,778	13	48,436	8
Michigan	34,928	24	30,654	31	47,960	12
Minnesota	36,838	19	34,289	19	47,996	11
Mississippi	29,374	50	26,770	49	36,921	50
Missouri	32,534	38	30,176	38	42,818	30
Montana	33,814	30	31,642	28	42,448	32
Nebraska	34,030	29	30,446	33	44,516	25
Nevada	38,526	13	36,900	12	47,480	14
New Hampshire	32,197	41	31,175	30	39,193	46
New Jersey	42,875	3	41,338	4	52,119	2
New Mexico	30,960	44	28,175	45	42,552	31
New York	41,137	8	39,845	7	48,643	6
North Carolina	33,525	32	30,167	39	42,404	34
North Dakota	38,019	15	32,776	24	48,640	7
Ohio	36,901	18	34,346	18	47,453	15
Oklahoma	29,364	51	26,612	51	39,257	44
Oregon	36,312	22	33,838	21	44,694	22
Pennsylvania	37,299	16	35,500	14	44,900	21
Rhode Island	41,713	7	39,165	9	48,109	10
South Carolina	32,913	36	30,372	35	42,429	33
South Dakota	29,820	48	28,619	44	35,603	51
Tennessee	30,430	45	27,986	46	39,997	41
Texas	32,607	37	30,382	34	43,364	27
Utah	36,752	20	34,893	16	39,815	43
Vermont	34,530	26	34,208	20	37,147	49
Virginia	35,718	23	33,464	22	44,669	23
Washington	39,514	11	37,334	11	48,821	5
West Virginia	34,582	25	32,515	25	42,945	29
Wisconsin	38,165	14	35,059	15	48,200	9
Wyoming	33,668	31	32,134	26	40,580	40

Table 5a
Earnings Categories for Full-Time Workers
Total ESP Work Force by State, 2022–2023

	Total ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0 %	11.2 %	21.5 %	21.4 %	16.1 %	29.9 %
Alabama	100.0	13.0	27.9	21.8	11.8	25.4
Alaska	100.0	13.8	12.3	24.8	19.3	29.8
Arizona	100.0	13.0	23.0	26.6	15.1	22.3
Arkansas	100.0	14.2	30.3	23.1	12.6	19.9
California	100.0	7.4	13.3	17.9	16.4	45.0
Colorado	100.0	10.4	19.5	21.5	16.3	32.3
Connecticut	100.0	6.3	15.1	20.6	15.7	42.3
Delaware	100.0	5.4	8.3	18.6	25.1	42.7
District of Columbia	100.0	9.2	9.4	15.0	13.4	53.0
Florida	100.0	12.1	26.1	20.9	17.0	23.9
Georgia	100.0	15.2	26.1	22.5	13.5	22.7
Hawaii	100.0	6.1	6.8	23.7	27.3	36.1
Idaho	100.0	18.9	26.9	25.9	17.5	10.8
Illinois	100.0	10.1	20.4	21.5	16.9	31.1
Indiana	100.0	16.7	23.5	18.7	15.8	25.2
Iowa	100.0	16.9	22.8	17.0	14.7	28.6
Kansas	100.0	26.2	24.0	20.5	11.2	18.2
Kentucky	100.0	20.7	30.3	20.2	11.2	17.6
Louisiana	100.0	19.0	30.7	18.6	13.0	18.8
Maine	100.0	13.9	23.7	30.3	16.3	15.8
Maryland	100.0	8.0	11.1	23.1	20.4	37.4
Massachusetts	100.0	7.9	18.9	20.4	15.2	37.5
Michigan	100.0	13.5	21.5	21.1	15.3	28.7
Minnesota	100.0	9.0	20.9	19.7	18.0	32.4
Mississippi	100.0	19.3	33.1	20.2	13.1	14.3
Missouri	100.0	13.0	24.7	26.0	15.4	20.8
Montana	100.0	13.8	16.0	26.6	21.0	22.6
Nebraska	100.0	21.2	20.8	18.1	13.8	26.2
Nevada	100.0	9.2	13.6	20.5	20.2	36.6
New Hampshire	100.0	13.7	21.8	23.1	16.0	25.3
New Jersey	100.0	6.4	13.4	16.2	17.3	46.7

New Mexico	100.0	16.4	33.2	18.5	10.5	21.4
New York	100.0	6.5	14.2	19.7	18.3	41.3
North Carolina	100.0	9.5	22.8	28.7	17.5	21.5
North Dakota	100.0	11.5	15.4	21.4	28.8	22.9
Ohio	100.0	8.4	22.4	21.3	17.3	30.5
Oklahoma	100.0	18.2	34.7	21.8	11.3	13.9
Oregon	100.0	8.2	20.3	23.0	21.3	27.3
Pennsylvania	100.0	11.0	16.6	21.3	21.1	30.0
Rhode Island	100.0	5.6	13.5	14.6	24.4	41.9
South Carolina	100.0	12.3	26.7	22.9	17.3	20.8
South Dakota	100.0	15.4	29.8	20.3	18.3	16.2
Tennessee	100.0	15.8	28.8	22.6	15.4	17.4
Texas	100.0	11.8	29.1	22.9	13.0	23.2
Utah	100.0	12.6	15.8	22.4	21.1	28.0
Vermont	100.0	9.1	31.4	24.2	18.6	16.7
Virginia	100.0	9.8	23.2	22.1	14.5	30.3
Washington	100.0	6.0	16.8	22.0	17.8	37.4
West Virginia	100.0	9.5	16.7	36.9	14.7	22.1
Wisconsin	100.0	9.2	22.6	19.3	15.6	33.3
Wyoming	100.0	13.2	21.5	23.9	19.9	21.5

Table 5b
Earnings Categories for Full-Time Workers
K-12 ESP Work Force by State, 2022–2023

	K-12 ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0 %	12.5 %	25.5 %	22.8 %	15.3 %	24.1 %
Alabama	100.0	15.6	35.4	21.0	9.9	18.2
Alaska	100.0	13.7	12.3	23.5	22.0	28.5
Arizona	100.0	15.6	26.9	28.6	13.7	15.1
Arkansas	100.0	15.9	34.9	21.9	11.3	15.9
California	100.0	8.1	15.5	20.7	17.6	38.1
Colorado	100.0	12.4	23.1	24.0	17.0	23.5
Connecticut	100.0	7.0	18.5	21.7	16.5	36.3
Delaware	100.0	6.0	8.7	16.6	24.3	44.4
District of Columbia	100.0	10.6	10.2	15.8	11.6	51.8
Florida	100.0	14.1	30.4	20.5	15.1	19.9
Georgia	100.0	17.6	30.4	20.6	12.9	18.5
Hawaii	100.0	7.1	8.2	24.1	28.0	32.6
Idaho	100.0	23.9	33.3	20.9	15.3	6.7
Illinois	100.0	12.0	23.9	22.5	15.9	25.7
Indiana	100.0	20.0	29.6	18.4	14.0	18.0
Iowa	100.0	20.2	30.6	18.1	14.2	16.8
Kansas	100.0	30.6	28.1	19.9	10.5	10.9
Kentucky	100.0	24.0	35.6	20.0	8.8	11.6
Louisiana	100.0	21.2	35.7	18.9	10.3	13.8
Maine	100.0	15.3	26.1	28.3	17.3	13.0
Maryland	100.0	9.0	13.7	26.2	19.6	31.5
Massachusetts	100.0	7.9	23.1	23.6	15.4	30.0
Michigan	100.0	15.0	29.4	24.8	13.6	17.2
Minnesota	100.0	9.3	25.1	22.3	19.0	24.3
Mississippi	100.0	23.1	38.0	18.0	11.0	9.9
Missouri	100.0	13.7	28.5	28.5	15.1	14.1
Montana	100.0	14.0	18.7	29.9	20.0	17.5
Nebraska	100.0	25.1	25.2	17.5	13.2	19.0
Nevada	100.0	9.4	15.6	22.4	21.6	31.0
New Hampshire	100.0	13.5	25.7	24.6	16.1	20.0
New Jersey	100.0	6.8	14.9	18.1	18.3	42.0

New Mexico	100.0	18.9	39.4	18.3	8.5	14.8
New York	100.0	6.8	15.8	21.2	18.3	37.9
North Carolina	100.0	10.5	30.1	32.3	14.2	12.9
North Dakota	100.0	14.2	20.2	23.9	28.3	13.4
Ohio	100.0	9.2	26.7	22.5	17.6	24.0
Oklahoma	100.0	21.2	39.7	19.9	10.0	9.2
Oregon	100.0	9.2	24.1	26.8	20.3	19.6
Pennsylvania	100.0	12.4	20.3	22.9	19.0	25.4
Rhode Island	100.0	3.9	18.9	18.2	26.2	32.8
South Carolina	100.0	13.6	31.0	23.7	16.4	15.3
South Dakota	100.0	13.7	32.2	21.5	18.6	14.0
Tennessee	100.0	18.7	33.3	21.8	13.7	12.5
Texas	100.0	13.2	34.0	23.7	11.2	17.9
Utah	100.0	13.8	19.3	22.8	18.7	25.4
Vermont	100.0	7.0	35.9	22.9	16.2	17.9
Virginia	100.0	11.1	27.4	23.1	14.3	24.1
Washington	100.0	5.9	20.5	25.1	16.4	32.2
West Virginia	100.0	8.3	19.8	42.5	15.3	14.1
Wisconsin	100.0	9.3	27.9	22.5	14.8	25.5
Wyoming	100.0	15.1	23.6	25.6	18.6	17.1

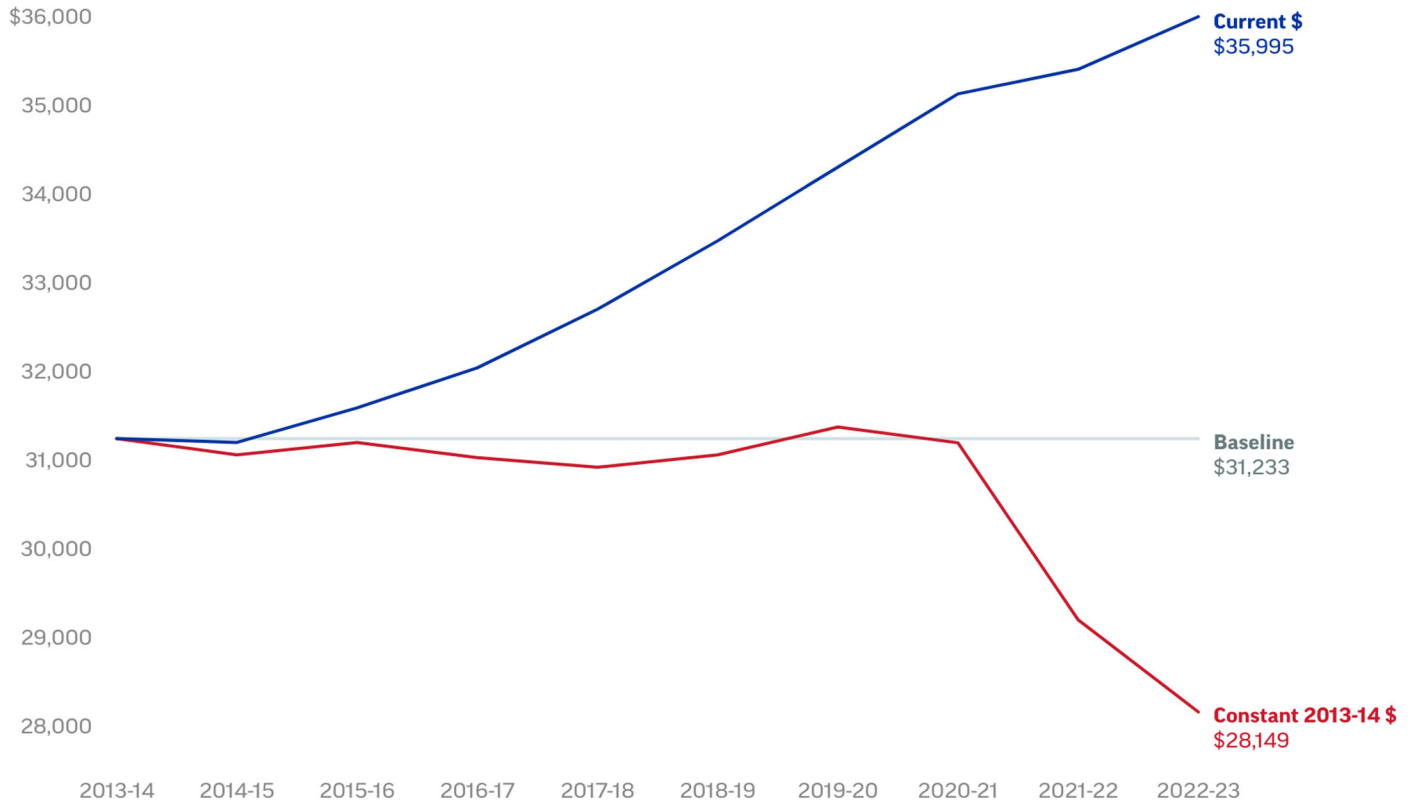
Table 5c
Earnings Categories for Full-Time Workers
Higher Ed ESP Work Force by State, 2021–2022

	Higher Ed ESP	Under \$15,000	\$15- 24,999	\$25- 34,999	\$35- 44,999	\$45,000+
United States	100.0 %	6.4 %	7.6 %	17.1 %	18.8 %	50.2 %
Alabama	100.0	6.2	7.9	23.9	17.2	44.8
Alaska	100.0	14.5	12.5	31.0	5.5	36.5
Arizona	100.0	3.5	9.1	19.3	20.0	48.1
Arkansas	100.0	6.8	11.0	27.9	17.7	36.6
California	100.0	4.9	5.9	8.7	12.2	68.2
Colorado	100.0	4.1	7.9	13.8	13.9	60.2
Connecticut	100.0	3.9	2.2	16.1	12.6	65.2
Delaware	100.0	2.3	6.5	28.3	28.5	34.4
District of Columbia	100.0	0.0	4.0	9.7	25.1	61.1
Florida	100.0	4.7	10.9	22.5	24.0	38.0
Georgia	100.0	7.2	11.7	29.0	15.5	36.5
Hawaii	100.0	2.0	1.3	22.3	24.7	49.7
Idaho	100.0	5.4	9.7	39.4	23.7	21.8
Illinois	100.0	4.2	9.1	18.6	19.9	48.2
Indiana	100.0	7.4	6.1	19.5	21.0	45.9
Iowa	100.0	8.9	4.2	14.6	15.7	56.5
Kansas	100.0	7.7	6.8	22.6	13.9	48.9
Kentucky	100.0	7.6	9.1	21.1	20.5	41.6
Louisiana	100.0	9.6	9.2	17.0	24.1	40.1
Maine	100.0	4.1	6.7	44.3	9.5	35.4
Maryland	100.0	5.3	4.3	15.0	22.6	52.9
Massachusetts	100.0	8.1	5.3	9.7	14.7	62.3
Michigan	100.0	9.7	2.7	12.2	19.3	56.1
Minnesota	100.0	7.7	3.7	8.9	13.8	65.9
Mississippi	100.0	7.4	17.8	27.1	19.6	28.1
Missouri	100.0	10.2	8.9	15.2	16.9	48.9
Montana	100.0	13.2	5.2	13.7	25.1	42.8
Nebraska	100.0	9.3	7.2	20.1	15.5	47.9
Nevada	100.0	8.0	4.3	11.4	13.9	62.4
New Hampshire	100.0	14.8	2.9	15.7	15.6	50.9
New Jersey	100.0	4.8	6.4	7.9	12.7	68.1

New Mexico	100.0	7.5	11.1	19.2	17.6	44.6
New York	100.0	4.8	5.2	11.4	18.7	59.8
North Carolina	100.0	7.2	6.6	20.5	24.9	40.7
North Dakota	100.0	6.0	5.9	16.2	30.0	41.8
Ohio	100.0	5.6	7.0	16.9	16.3	54.2
Oklahoma	100.0	6.9	16.0	29.1	16.4	31.7
Oregon	100.0	5.0	9.1	12.0	24.1	49.7
Pennsylvania	100.0	5.9	3.3	15.7	28.7	46.4
Rhode Island	100.0	8.7	4.0	8.1	21.3	58.0
South Carolina	100.0	7.4	11.0	20.3	20.7	40.6
South Dakota	100.0	22.1	20.3	15.6	17.2	24.7
Tennessee	100.0	5.8	13.1	25.4	21.3	34.5
Texas	100.0	5.7	9.0	19.7	20.7	44.9
Utah	100.0	10.8	10.6	21.8	24.7	32.0
Vermont	100.0	20.9	5.6	31.8	32.2	9.5
Virginia	100.0	5.3	7.9	18.6	14.9	53.3
Washington	100.0	6.5	3.7	11.0	22.7	56.1
West Virginia	100.0	14.1	5.4	16.4	12.6	51.5
Wisconsin	100.0	9.0	5.6	9.1	18.2	58.0
Wyoming	100.0	4.4	11.2	15.4	26.3	42.6

Figure 1.
Average ESP Earnings
Current and 2014 Dollars, 2013-2014 to 2022-2023

Average ESP Earnings, Current and 2014 Dollars, 2013-2014 to 2022-2023



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

Figure 2
Average ESP Earnings
By State Collective Bargaining Status, 2022-2023

The Benefit of Collective Bargaining

ESP earn 16% more on average in states with collective bargaining



Average salary, 2022-23. 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: NEA ESP Earnings Report, April 2024.