

NEA EDUCATION SUPPORT PROFESSIONAL EARNINGS REPORT

APRIL 2025

Key Findings

- There are more than 3 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 (HE) institutions. (Table 1)
- In K–12 schools, the most common career family for ESPs is paraeducator (40.9 percent), followed by clerical services (16.4 percent) and custodial services (15.0 percent). For higher education, clerical services positions are the most common (36.5 percent), followed by paraeducators, including graduate assistants (20.9 percent) and technical services (15.2 percent). (Tables 2b and 2c)
- More than three-quarters of all ESPs (77.5 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 (80.8 percent) and slightly lower in higher education (67.7 percent). Slightly more ESPs worked full-time in 2022 than in 2021. (Tables 3a, 3b, and 3c)
- Among ESPs working full-time, the average earnings in 2023–2024 was \$37,097, about a \$1,000 increase over the average earnings in 2022–2023. This average was slightly lower for K–12 (\$34,954) and higher in higher education (\$45,662). (Table 4)
 - Rhode Island had the highest average K–12 ESP full-time earnings at \$42,940. The average K–12 ESP full-time earnings was above \$40,000 in eight states (Alaska, California, Connecticut, Delaware, Hawaii, New Jersey, New York, and Rhode Island) and the District of Columbia.
 - Oklahoma had the lowest average K–12 ESP full-time earnings at \$27,656. The average K–12 ESP full-time earnings was below \$29,000 in five states (Idaho, Kansas, Kentucky, Mississippi, and Oklahoma).
 - Connecticut had the highest average full-time earnings for ESPs working in higher education at \$54,653. The average full-time earnings for ESPs working in higher education was above \$50,000 in only four states (California, Connecticut, Massachusetts, and New Jersey).
 - South Dakota had the lowest average full-time earnings for ESPs working in higher education at \$35,815. The average full-time earnings for ESPs working in higher education was below \$40,000 in only four states (Idaho, Mississippi, Oklahoma, and South Dakota). This is an improvement from the previous year, when 11 states offered an average salary below \$40,000.

- Less than a third (29.7 percent) of all ESPs working full-time earn less than \$25,000 per year, and 10.0 percent earn less than \$15,000. Among those working in K–12 schools, 34.5 percent earn less than \$25,000, and 11.1 percent earn less than \$15,000. Within higher education, 12.6 percent earn less than \$25,000, and 6.2 percent earn less than \$15,000. (Tables 5a, 5b, and 5c)
- The average earnings for ESPs rose from \$31,190 in 2014–2015 to \$37,097 in 2023–2024. However, when adjusted for inflation, the average earnings for ESPs fell from \$31,190 to \$28,318 in constant 2015 dollars during this time period. (Figure 1)
- In states where there are bargaining laws covering ESPs, the average earnings is \$38,554. In states that do not have a bargaining law but where bargaining may take place, the average ESP earnings is \$34,623. In states where bargaining is prohibited, the average ESP earnings is \$35,879. (Figure 2)

List of Tables and Figures

Table 1. Work Force by Level, Total, K–12, and Higher Ed ESPs by State, 2022

Table 2a. Career Families, Total ESP Work Force by State, 2022

Table 2b. Career Families, K–12 ESP Work Force by State, 2022

Table 2c. Career Families, Higher Ed ESP Work Force by State, 2022

Table 3a. (Percentages) Usual Hours Worked, Total ESP Work Force by State, 2022

Table 3b. (Percentages) Usual Hours Worked, K–12 ESP Work Force by State, 2022

Table 3c. (Percentages) Usual Hours Worked, Higher Ed ESP Work Force by State, 2022

Table 4. Earnings Averages for Full-Time Workers, Total, K–12, and Higher Ed ESP Work Force by State, 2023–2024

Table 5a. Earnings Categories for Full-Time Workers, Total ESP Work Force by State, 2023–2024

Table 5b. Earnings Categories for Full-Time Workers, K–12 ESP Work Force by State, 2023–2024

Table 5c. Earnings Categories for Full-Time Workers, Higher Ed ESP Work Force by State, 2023–2024

Figure 1. Average ESP Earnings, Current and 2013 Dollars, 2013–2014 to 2023–2024

Figure 2. Average ESP Earnings, By State Collective Bargaining Status, 2023–2024

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 (2018–2022), while other tables use three years of data (2020–2023). Earnings data are adjusted to 2023 dollars and are termed 2023–2024 to reflect the academic calendar.

Table 1
Work Force by Level
Total, K-12, and Higher Ed ESPs by State, 2022

	Total	K-12	Higher Ed
United States	3,039,741	2,276,586	763,155
Alabama	46,465	31,584	14,881
Alaska	8,880	7,544	1,336
Arizona	66,527	47,934	18,593
Arkansas	27,136	20,560	6,576
California	356,381	274,405	81,976
Colorado	55,556	37,595	17,961
Connecticut	31,449	23,466	7,983
Delaware	8,876	6,979	1,897
District of Columbia	5,117	4,084	1,033
Florida	140,992	104,887	36,105
Georgia	106,833	79,230	27,603
Hawaii	15,385	10,718	4,667
Idaho	18,903	13,305	5,598
Illinois	111,568	82,414	29,154
Indiana	60,515	46,023	14,492
Iowa	39,626	26,994	12,632
Kansas	42,681	30,271	12,410
Kentucky	45,735	34,979	10,756
Louisiana	41,965	31,061	10,904
Maine	11,390	9,229	2,161
Maryland	57,429	39,331	18,098
Massachusetts	63,587	46,537	17,050
Michigan	73,486	50,096	23,390
Minnesota	54,740	41,957	12,783
Mississippi	28,735	20,026	8,709
Missouri	51,637	39,531	12,106
Montana	12,069	9,017	3,052
Nebraska	23,086	16,794	6,292
Nevada	24,339	18,794	5,545
New Hampshire	11,352	9,470	1,882
New Jersey	89,693	73,163	16,530
New Mexico	25,784	18,360	7,424
New York	217,560	178,356	39,204
North Carolina	88,190	58,369	29,821
North Dakota	8,880	5,590	3,290
Ohio	92,689	70,274	22,415
Oklahoma	38,681	29,259	9,422

Table 1 (continued)
Work Force by Level
Total, K-12, and Higher Ed ESPs by State, 2022

	Total	K-12	Higher Ed
Oregon	38,520	27,242	11,278
Pennsylvania	86,889	65,927	20,962
Rhode Island	7,748	5,329	2,419
South Carolina	48,495	35,418	13,077
South Dakota	10,818	7,799	3,019
Tennessee	56,700	43,250	13,450
Texas	293,635	226,785	66,850
Utah	43,594	30,348	13,246
Vermont	6,933	5,602	1,331
Virginia	88,212	67,760	20,452
Washington	74,854	54,817	20,037
West Virginia	17,214	12,067	5,147
Wisconsin	51,709	38,052	13,657
Wyoming	10,503	8,004	2,499

Table 2a
Career Families
Total ESP Work Force by State, 2022

	Total ESPs	Custodial Services	Security Services	Food Services	Health/Student Services	Paraeducator	Clerical Services	Technical Services	Skilled Trades	Transportation Services
United States	100.0 %	14.2 %	2.1 %	8.7 %	2.1 %	35.9 %	21.5 %	6.6 %	2.3 %	6.5 %
Alabama	100.0	14.3	2.7	12.7	1.5	25.5	22.2	6.5	2.5	12.1
Alaska	100.0	22.1	0.3	8.4	0.0	46.9	15.4	3.4	2.3	1.3
Arizona	100.0	13.8	2.3	6.0	2.9	34.0	21.7	8.4	3.4	7.6
Arkansas	100.0	17.4	1.3	10.0	2.1	30.9	20.2	8.6	2.4	7.0
California	100.0	12.3	2.1	8.2	3.1	38.6	22.9	7.0	2.5	3.4
Colorado	100.0	12.0	1.7	9.1	3.1	33.0	23.2	7.7	2.4	7.8
Connecticut	100.0	15.1	3.3	6.9	1.2	42.4	23.5	6.4	0.7	0.5
Delaware	100.0	9.7	4.0	20.9	2.1	32.0	15.4	5.7	4.7	5.6
District of Columbia	100.0	16.2	2.1	8.7	0.7	39.6	18.1	5.0	8.3	1.3
Florida	100.0	13.2	3.6	9.7	2.0	27.9	24.8	8.7	3.5	6.6
Georgia	100.0	12.4	2.5	10.4	1.7	34.1	20.6	6.7	1.9	9.9
Hawaii	100.0	13.3	4.4	7.9	3.2	40.6	24.0	5.6	0.4	0.4
Idaho	100.0	15.9	0.8	10.0	1.7	37.5	22.1	5.1	1.8	5.1
Illinois	100.0	13.8	2.0	7.4	2.0	36.4	23.9	6.7	2.5	5.3
Indiana	100.0	15.0	0.8	12.2	1.4	35.0	17.1	7.0	1.6	9.9
Iowa	100.0	16.9	0.5	10.0	2.3	35.9	15.5	8.2	2.5	8.2
Kansas	100.0	11.9	0.9	7.6	0.7	45.0	20.2	5.0	2.3	6.3
Kentucky	100.0	13.3	2.3	12.7	3.1	29.9	21.0	5.6	1.5	10.6
Louisiana	100.0	14.8	1.3	10.8	2.0	33.2	24.4	3.9	1.3	8.3
Maine	100.0	14.4	0.3	18.7	1.4	28.1	18.8	4.3	0.3	13.8
Maryland	100.0	14.9	1.7	6.8	2.5	34.3	22.4	6.3	5.5	5.8
Massachusetts	100.0	11.9	1.9	9.4	2.6	45.3	20.0	5.2	1.3	2.2
Michigan	100.0	13.2	2.1	9.3	2.7	36.0	23.3	6.4	1.0	6.0
Minnesota	100.0	13.0	0.9	8.4	1.2	43.4	20.5	6.5	1.8	4.2
Mississippi	100.0	16.7	3.5	11.2	1.4	28.8	25.3	5.0	2.1	5.8
Missouri	100.0	18.2	1.0	8.7	1.9	33.1	21.2	6.7	1.2	8.0
Montana	100.0	24.9	1.0	8.1	2.0	32.5	17.0	7.8	1.2	5.5

Table 2a (continued)
Career Families
Total ESP Work Force by State, 2022

	Total ESPs	Custodial Services	Security Services	Food Services	Health/Student Services	Paraeducator	Clerical Services	Technical Services	Skilled Trades	Transportation Services
Nebraska	100.0	14.5	1.8	9.2	1.4	40.7	20.1	4.8	2.1	5.4
Nevada	100.0	12.2	2.3	7.0	2.5	32.6	27.9	5.9	1.8	7.7
New Hampshire	100.0	15.0	0.0	9.9	0.7	51.9	13.2	4.4	1.5	3.4
New Jersey	100.0	16.0	4.2	3.3	1.4	42.1	20.6	5.5	1.5	5.4
New Mexico	100.0	10.8	1.9	8.8	1.1	39.2	20.3	8.2	3.0	6.7
New York	100.0	14.2	3.0	6.0	1.0	43.8	20.2	4.4	1.6	5.8
North Carolina	100.0	14.3	1.1	9.8	1.8	30.8	21.5	7.1	3.0	10.7
North Dakota	100.0	22.0	0.5	9.7	3.6	33.2	15.4	8.9	0.7	6.1
Ohio	100.0	14.4	1.7	10.4	2.8	32.8	19.5	5.4	1.5	11.5
Oklahoma	100.0	13.7	1.4	12.7	1.0	38.4	21.4	4.7	2.2	4.4
Oregon	100.0	11.6	1.0	8.6	2.5	38.7	22.0	8.3	1.6	5.7
Pennsylvania	100.0	22.6	3.1	6.1	2.1	33.1	19.8	5.7	3.2	4.4
Rhode Island	100.0	19.1	2.4	3.0	2.7	44.7	19.8	6.3	1.7	0.2
South Carolina	100.0	15.3	1.8	9.3	1.7	29.2	25.5	6.9	3.3	7.2
South Dakota	100.0	15.2	3.2	7.9	1.5	42.0	19.9	2.8	1.5	5.9
Tennessee	100.0	11.1	2.0	11.7	1.8	36.8	22.6	5.2	2.4	6.4
Texas	100.0	14.9	2.4	9.2	2.2	32.5	21.6	7.8	2.9	6.6
Utah	100.0	16.6	0.9	8.9	5.2	31.9	21.1	8.1	1.9	5.4
Vermont	100.0	10.7	1.3	8.4	0.7	45.4	21.3	7.4	0.9	3.7
Virginia	100.0	12.5	1.3	9.0	2.1	34.2	17.5	9.3	2.6	11.4
Washington	100.0	13.2	1.2	6.0	3.3	38.0	20.7	7.8	2.5	7.4
West Virginia	100.0	15.9	0.2	12.1	0.6	28.5	20.0	5.8	2.6	14.3
Wisconsin	100.0	15.9	1.0	8.5	2.3	36.6	23.4	5.8	3.8	2.7
Wyoming	100.0	20.6	0.4	4.0	2.2	43.5	12.9	6.0	0.4	10.2

Table 2b
Career Families
K-12 ESP Work Force by State, 2022

	Total ESPs	Custodial Services	Security Services	Food Services	Health/Student Services	Paraeducator	Clerical Services	Technical Services	Skilled Trades	Transportation Services
United States	100.0 %	15.0 %	1.7 %	10.5 %	1.5 %	40.9 %	16.4 %	3.8 %	1.8 %	8.3 %
Alabama	100.0	15.6	0.5	18.0	1.0	29.1	14.4	2.3	1.4	17.6
Alaska	100.0	26.0	0.4	7.7	0.0	51.5	8.8	1.7	2.7	1.2
Arizona	100.0	15.4	2.2	7.8	2.0	41.4	15.6	3.1	2.0	10.5
Arkansas	100.0	18.9	0.7	13.0	1.1	32.8	17.2	5.7	1.8	8.8
California	100.0	12.7	1.7	9.6	2.5	44.6	18.5	4.3	2.1	4.0
Colorado	100.0	12.1	1.7	9.9	3.3	38.2	16.1	5.2	2.2	11.2
Connecticut	100.0	14.0	3.8	8.0	1.1	52.1	16.0	3.9	0.4	0.6
Delaware	100.0	10.0	4.8	25.2	1.0	32.5	10.4	5.5	3.6	7.1
District of Columbia	100.0	19.4	2.4	6.2	0.9	39.1	16.1	4.6	10.4	0.9
Florida	100.0	14.8	4.3	12.8	1.7	30.0	18.5	5.9	3.5	8.5
Georgia	100.0	13.1	1.2	12.5	1.2	37.8	15.5	3.6	1.9	13.2
Hawaii	100.0	16.6	2.9	11.4	3.4	43.7	19.2	2.3	0.0	0.4
Idaho	100.0	15.6	0.5	13.6	1.3	46.2	12.5	3.3	0.5	6.6
Illinois	100.0	14.4	1.7	8.8	1.4	44.0	18.1	3.7	1.1	6.8
Indiana	100.0	15.1	0.7	15.6	0.5	38.9	12.6	3.1	1.1	12.4
Iowa	100.0	18.4	0.3	12.2	1.2	41.9	10.3	3.8	1.7	10.3
Kansas	100.0	13.2	0.5	9.0	0.1	50.7	14.5	1.9	1.5	8.5
Kentucky	100.0	13.9	1.7	16.0	1.9	34.0	14.9	3.2	0.7	13.6
Louisiana	100.0	16.9	0.7	14.5	0.6	36.8	16.7	1.8	1.0	11.0
Maine	100.0	15.2	0.2	20.5	1.8	29.8	13.4	2.1	0.0	17.0
Maryland	100.0	16.3	1.4	8.7	1.5	40.8	15.6	3.5	3.9	8.2
Massachusetts	100.0	11.9	1.4	10.4	2.6	53.4	13.9	3.1	0.7	2.6
Michigan	100.0	13.4	1.3	11.3	1.5	41.2	19.0	2.9	0.6	8.8
Minnesota	100.0	12.5	0.3	9.8	0.9	49.7	16.7	3.4	1.5	5.3
Mississippi	100.0	16.3	2.5	13.8	0.9	35.5	19.5	2.6	0.9	8.0
Missouri	100.0	20.5	0.7	10.7	1.3	36.1	16.3	3.7	0.5	10.3
Montana	100.0	30.8	0.8	8.4	0.3	32.9	14.8	3.9	0.8	7.3

Table 2b (continued)
Career Families
K-12 ESP Work Force by State, 2022

	Total ESPs	Custodial Services	Security Services	Food Services	Health/Student Services	Paraeducator	Clerical Services	Technical Services	Skilled Trades	Transportation Services
Nebraska	100.0	14.4	2.3	11.2	0.4	46.3	14.0	3.1	1.6	6.6
Nevada	100.0	12.8	2.0	7.7	2.4	35.4	24.3	3.7	1.8	9.8
New Hampshire	100.0	15.5	0.0	9.4	0.8	58.2	10.8	1.7	1.2	2.3
New Jersey	100.0	16.1	4.1	3.6	0.5	48.7	16.5	2.9	1.1	6.5
New Mexico	100.0	12.4	0.8	11.7	0.6	44.9	14.5	5.0	0.9	9.3
New York	100.0	14.3	2.5	6.7	0.8	49.7	14.9	2.7	1.4	7.0
North Carolina	100.0	14.1	0.5	13.6	1.0	36.3	14.7	2.7	1.9	15.2
North Dakota	100.0	20.4	0.3	11.8	2.5	41.7	8.6	5.2	0.0	9.4
Ohio	100.0	15.5	1.1	11.8	1.5	36.2	15.4	2.9	0.9	14.8
Oklahoma	100.0	15.2	0.8	16.1	0.9	41.1	15.8	2.9	1.6	5.5
Oregon	100.0	11.0	0.8	9.2	1.5	45.3	18.5	5.2	1.5	7.0
Pennsylvania	100.0	24.4	2.9	7.5	2.0	36.3	15.2	3.5	2.5	5.7
Rhode Island	100.0	20.8	0.5	1.2	2.2	57.5	13.1	3.4	1.3	0.0
South Carolina	100.0	15.9	1.2	11.3	1.6	33.1	20.3	4.4	2.5	9.7
South Dakota	100.0	17.0	3.8	10.8	1.3	43.3	13.6	0.9	1.4	7.9
Tennessee	100.0	10.9	0.9	14.6	1.1	40.4	18.7	3.1	2.0	8.2
Texas	100.0	17.0	1.5	11.5	1.9	35.1	17.9	4.6	2.6	8.1
Utah	100.0	17.5	0.4	11.8	2.9	39.6	15.4	4.4	1.6	6.3
Vermont	100.0	9.4	1.5	8.9	0.6	51.4	16.5	7.2	0.0	4.6
Virginia	100.0	13.0	1.3	11.0	1.1	38.6	11.8	6.3	2.0	14.8
Washington	100.0	12.8	1.0	6.9	2.6	44.2	17.0	4.1	2.0	9.4
West Virginia	100.0	16.5	0.0	15.3	0.6	27.1	14.3	2.3	3.7	20.2
Wisconsin	100.0	17.0	0.5	9.9	2.0	43.0	19.6	2.4	2.5	3.1
Wyoming	100.0	22.2	0.5	3.7	0.0	47.2	10.8	2.9	0.5	12.1

Table 2c
Career Families
Higher Ed ESP Work Force by State, 2022

	Total Higher Ed ESPs	Custodial Services	Security Services	Food Services	Health/Student Services	Paraeducator	Clerical Services	Technical Services	Skilled Trades	Transportation Services
United States	100.0 %	11.9 %	3.3 %	3.2 %	3.9 %	20.9 %	36.5 %	15.2 %	3.9 %	1.0 %
Alabama	100.0	11.6	7.2	1.5	2.5	17.8	38.6	15.5	4.9	0.4
Alaska	100.0	0.0	0.0	12.5	0.0	20.7	52.2	12.9	0.0	1.6
Arizona	100.0	9.8	2.4	1.3	5.2	14.8	37.3	22.0	7.1	0.1
Arkansas	100.0	12.5	3.3	0.4	5.4	25.2	29.9	17.8	4.1	1.4
California	100.0	11.0	3.3	3.4	5.1	18.6	37.4	16.1	3.8	1.2
Colorado	100.0	11.6	1.6	7.4	2.9	22.2	38.1	12.9	2.6	0.6
Connecticut	100.0	18.5	1.5	3.5	1.5	13.7	45.5	13.8	1.6	0.4
Delaware	100.0	8.6	1.1	4.9	6.2	30.1	34.0	6.4	8.6	0.0
District of Columbia	100.0	3.5	1.2	18.4	0.0	41.7	25.9	6.6	0.0	2.7
Florida	100.0	8.7	1.5	0.7	2.6	21.5	43.1	17.1	3.5	1.3
Georgia	100.0	10.5	6.1	4.4	3.1	23.3	35.1	15.4	1.7	0.5
Hawaii	100.0	5.6	7.9	0.0	2.9	33.4	35.1	13.2	1.5	0.3
Idaho	100.0	16.5	1.6	1.7	2.9	16.9	44.8	9.4	4.7	1.4
Illinois	100.0	12.2	3.0	3.4	3.7	14.9	40.3	15.1	6.4	1.0
Indiana	100.0	14.8	1.2	1.2	4.4	22.5	31.3	19.6	3.2	2.0
Iowa	100.0	13.5	0.8	5.4	4.8	23.2	26.7	17.6	4.2	3.9
Kansas	100.0	9.0	1.7	4.2	2.4	30.9	33.9	12.5	4.4	1.1
Kentucky	100.0	11.2	4.1	1.7	7.3	16.5	40.9	13.3	4.0	1.0
Louisiana	100.0	9.0	3.0	0.4	5.8	23.0	46.3	10.1	2.2	0.3
Maine	100.0	10.9	0.6	10.8	0.0	20.7	42.0	13.5	1.4	0.0
Maryland	100.0	11.6	2.3	2.5	4.5	20.0	37.3	12.2	8.9	0.7
Massachusetts	100.0	11.9	3.3	6.8	2.6	23.1	37.0	10.9	3.2	1.2
Michigan	100.0	12.7	3.6	5.2	5.3	24.8	32.5	14.0	1.9	0.1
Minnesota	100.0	14.6	3.0	4.0	2.3	23.0	32.9	16.9	2.6	0.9
Mississippi	100.0	17.7	5.7	5.4	2.5	13.6	38.7	10.7	4.9	0.8
Missouri	100.0	10.7	2.2	2.0	3.7	23.3	37.2	16.6	3.7	0.7

Table 2c (continued)
Career Families
Higher Ed ESP Work Force by State, 2022

	Total Higher Ed ESPs	Custodial Services	Security Services	Food Services	Health/Student Services	Paraeducator	Clerical Services	Technical Services	Skilled Trades	Transportation Services
Montana	100.0	7.5	1.7	7.3	6.9	31.4	23.5	19.3	2.4	0.0
Nebraska	100.0	14.6	0.4	3.9	3.9	25.8	36.2	9.4	3.4	2.3
Nevada	100.0	10.5	3.3	4.6	2.9	23.0	39.9	13.4	1.7	0.6
New Hampshire	100.0	12.4	0.0	12.1	0.0	20.2	25.0	18.4	2.8	9.1
New Jersey	100.0	15.5	4.8	2.3	5.5	12.9	38.6	17.0	3.0	0.4
New Mexico	100.0	6.9	4.8	1.8	2.2	25.0	34.8	16.1	8.2	0.2
New York	100.0	13.6	5.4	2.9	1.9	16.5	44.3	12.3	2.6	0.4
North Carolina	100.0	14.7	2.2	2.2	3.4	20.0	34.8	15.7	5.0	1.9
North Dakota	100.0	24.8	0.7	6.2	5.4	18.7	26.9	15.0	1.9	0.3
Ohio	100.0	11.1	3.4	6.0	6.8	22.1	32.4	13.3	3.4	1.5
Oklahoma	100.0	9.2	3.1	2.2	1.5	29.8	38.9	10.5	4.1	0.9
Oregon	100.0	13.0	1.3	7.2	4.9	22.5	30.5	15.8	2.0	2.7
Pennsylvania	100.0	16.8	3.6	1.5	2.5	23.1	34.0	12.8	5.6	0.1
Rhode Island	100.0	15.4	6.7	7.2	3.6	16.6	34.5	12.8	2.6	0.6
South Carolina	100.0	13.9	3.2	3.8	1.7	18.7	39.4	13.7	5.4	0.2
South Dakota	100.0	10.6	1.7	0.6	1.9	38.8	36.4	7.8	1.8	0.5
Tennessee	100.0	11.9	5.6	2.1	4.0	25.0	35.1	12.0	3.6	0.7
Texas	100.0	8.0	5.3	1.4	3.4	23.6	34.4	18.5	3.9	1.6
Utah	100.0	14.4	2.2	2.1	10.5	14.1	34.3	16.4	2.8	3.3
Vermont	100.0	16.5	0.8	6.5	1.2	20.3	41.7	8.1	4.9	0.0
Virginia	100.0	10.9	1.3	2.2	5.2	19.7	36.6	19.3	4.7	0.2
Washington	100.0	14.3	1.6	3.5	5.4	21.1	30.7	17.8	3.7	1.8
West Virginia	100.0	14.3	0.6	4.7	0.8	31.8	33.4	13.9	0.0	0.4
Wisconsin	100.0	12.9	2.4	4.7	2.8	18.9	34.0	15.1	7.5	1.8
Wyoming	100.0	15.5	0.0	4.8	9.1	31.6	19.4	15.8	0.0	3.9

Table 3a (Percentages)
Usual Hours Worked
Total ESP Work Force by State, 2022

	Total ESPs	1-29	30-34	35-39	40-44	45+
United States	100.0 %	22.5 %	9.1 %	13.0 %	48.7 %	6.7 %
Alabama	100.0	20.8	5.6	10.0	54.8	8.8
Alaska	100.0	10.5	10.6	18.3	54.6	5.9
Arizona	100.0	23.1	9.2	10.1	51.0	6.6
Arkansas	100.0	15.4	4.1	11.2	59.3	10.0
California	100.0	29.0	14.0	5.8	46.1	5.1
Colorado	100.0	24.5	8.8	9.2	50.5	7.0
Connecticut	100.0	24.2	13.3	24.3	33.3	5.0
Delaware	100.0	24.9	5.0	18.8	45.4	5.9
District of Columbia	100.0	13.3	5.4	5.4	66.3	9.5
Florida	100.0	17.3	7.0	14.8	53.7	7.2
Georgia	100.0	20.6	6.4	6.4	59.7	7.0
Hawaii	100.0	28.8	4.1	3.1	57.4	6.5
Idaho	100.0	28.4	13.1	12.3	39.1	7.0
Illinois	100.0	21.4	8.1	18.6	45.9	5.9
Indiana	100.0	30.2	11.1	10.3	42.6	5.8
Iowa	100.0	22.2	8.9	16.1	42.9	10.0
Kansas	100.0	29.4	7.3	15.7	40.3	7.3
Kentucky	100.0	18.8	10.8	24.0	37.4	9.1
Louisiana	100.0	23.4	6.8	12.2	52.5	5.0
Maine	100.0	25.6	17.4	13.4	35.0	8.5
Maryland	100.0	18.0	5.9	14.6	55.6	5.9
Massachusetts	100.0	23.6	14.9	20.8	34.9	5.9
Michigan	100.0	30.1	9.5	13.5	40.3	6.6
Minnesota	100.0	22.8	12.9	12.7	44.5	7.1
Mississippi	100.0	15.9	3.9	8.1	64.9	7.3
Missouri	100.0	20.4	6.6	13.7	52.0	7.3
Montana	100.0	24.6	9.5	11.3	48.3	6.2
Nebraska	100.0	22.2	10.8	12.4	46.0	8.5
Nevada	100.0	19.4	10.8	13.5	48.8	7.5
New Hampshire	100.0	24.5	15.9	15.3	38.9	5.4
New Jersey	100.0	22.4	9.7	22.4	39.1	6.3
New Mexico	100.0	19.0	10.3	12.0	53.6	5.0
New York	100.0	22.2	10.7	21.8	39.9	5.4
North Carolina	100.0	19.3	6.8	8.6	57.4	8.0
North Dakota	100.0	21.5	7.2	10.7	55.2	5.3
Ohio	100.0	26.8	9.6	13.7	42.9	7.0
Oklahoma	100.0	15.8	9.2	12.3	53.3	9.4
Oregon	100.0	25.0	13.3	12.1	44.2	5.4

Table 3a (Percentages) (continued)
 Usual Hours Worked
 Total ESP Work Force by State, 2022

	Total ESPs	1-29	30-34	35-39	40-44	45+
Pennsylvania	100.0	21.8	8.2	17.1	47.2	5.7
Rhode Island	100.0	20.2	6.9	18.0	47.0	7.9
South Carolina	100.0	14.5	6.9	17.1	52.5	8.9
South Dakota	100.0	22.8	9.1	10.9	49.7	7.5
Tennessee	100.0	20.0	6.4	20.0	46.8	6.8
Texas	100.0	14.8	4.0	7.9	64.7	8.6
Utah	100.0	45.6	8.0	5.0	37.1	4.3
Vermont	100.0	21.8	11.5	19.5	38.6	8.5
Virginia	100.0	19.6	7.2	15.4	50.8	7.0
Washington	100.0	22.9	14.6	11.0	46.1	5.5
West Virginia	100.0	21.2	5.0	18.6	48.5	6.8
Wisconsin	100.0	28.1	8.8	12.8	44.5	5.9
Wyoming	100.0	30.1	8.1	13.4	40.2	8.3

Table 3b (Percentages)
Usual Hours Worked
K-12 ESP Work Force by State, 2022

	Total K-12 ESPs	1-29	30-34	35-39	40-44	45+
United States	100.0 %	19.2 %	11.0 %	15.3 %	48.1 %	6.4 %
Alabama	100.0	18.9	7.1	13.3	51.7	9.0
Alaska	100.0	9.4	9.2	21.1	54.8	5.5
Arizona	100.0	17.4	11.7	13.2	52.1	5.5
Arkansas	100.0	11.6	4.5	13.7	59.5	10.6
California	100.0	28.3	17.0	6.9	43.5	4.3
Colorado	100.0	17.4	12.5	13.4	50.6	6.2
Connecticut	100.0	18.9	16.6	23.9	36.2	4.5
Delaware	100.0	22.8	5.5	18.1	46.6	7.0
District of Columbia	100.0	3.5	6.8	6.2	72.5	11.0
Florida	100.0	12.9	8.2	18.3	53.0	7.6
Georgia	100.0	17.1	7.4	8.0	60.7	6.8
Hawaii	100.0	19.0	5.5	4.2	64.8	6.6
Idaho	100.0	28.1	16.5	15.3	35.7	4.5
Illinois	100.0	17.6	9.9	19.1	47.2	6.1
Indiana	100.0	29.7	13.5	12.8	39.2	4.8
Iowa	100.0	16.6	11.2	23.0	39.4	9.8
Kansas	100.0	19.7	9.7	21.9	40.6	8.0
Kentucky	100.0	17.2	12.5	24.4	37.2	8.6
Louisiana	100.0	15.5	7.4	16.2	55.1	5.8
Maine	100.0	20.6	21.2	16.6	34.7	7.0
Maryland	100.0	13.7	7.7	19.7	53.0	6.0
Massachusetts	100.0	19.9	19.1	20.6	34.5	6.0
Michigan	100.0	25.8	11.8	18.5	37.4	6.5
Minnesota	100.0	18.5	15.7	16.2	42.1	7.6
Mississippi	100.0	12.1	4.1	10.6	65.9	7.2
Missouri	100.0	16.4	7.8	16.4	51.5	7.9
Montana	100.0	20.8	11.2	14.4	47.4	6.2
Nebraska	100.0	17.2	13.5	17.1	43.9	8.2
Nevada	100.0	14.9	12.3	17.2	48.5	7.1
New Hampshire	100.0	22.5	18.8	17.4	36.1	5.2
New Jersey	100.0	22.6	11.6	20.9	38.5	6.4
New Mexico	100.0	12.6	12.1	16.6	55.3	3.4
New York	100.0	19.9	12.2	21.9	40.5	5.5
North Carolina	100.0	15.4	9.4	11.9	54.7	8.6
North Dakota	100.0	20.5	8.7	17.0	48.8	5.0
Ohio	100.0	24.2	11.7	17.2	40.6	6.3
Oklahoma	100.0	10.2	11.3	15.8	53.3	9.4
Oregon	100.0	20.3	15.4	16.3	42.8	5.2

Table 3b (Percentages) (continued)
 Usual Hours Worked
 K-12 ESP Work Force by State, 2022

	Total K-12 ESPs	1-29	30-34	35-39	40-44	45+
Pennsylvania	100.0	20.0	10.1	18.5	46.4	5.1
Rhode Island	100.0	19.2	9.9	15.6	47.3	7.9
South Carolina	100.0	8.5	7.8	17.5	55.8	10.3
South Dakota	100.0	12.4	11.0	13.8	55.3	7.5
Tennessee	100.0	17.3	7.3	21.8	47.4	6.2
Texas	100.0	10.5	4.5	9.8	66.8	8.4
Utah	100.0	52.0	9.1	5.7	29.2	4.0
Vermont	100.0	14.7	11.6	21.5	44.9	7.2
Virginia	100.0	16.7	8.6	19.7	48.6	6.3
Washington	100.0	19.8	18.9	14.6	42.8	3.9
West Virginia	100.0	12.9	5.1	16.5	59.1	6.3
Wisconsin	100.0	24.8	10.4	16.5	42.8	5.4
Wyoming	100.0	24.5	9.1	17.6	42.8	6.0

Table 3c (Percentages)
Usual Hours Worked
Higher Ed ESP Work Force by State, 2022

	All Higher Ed ESPs	1-29	30-34	35-39	40-44	45+
United States	100.0 %	32.4 %	3.3 %	6.3 %	50.6 %	7.5 %
Alabama	100.0	24.9	2.3	3.0	61.5	8.3
Alaska	100.0	16.6	18.7	2.8	53.7	8.2
Arizona	100.0	37.8	2.6	2.0	48.0	9.5
Arkansas	100.0	27.2	3.0	3.1	58.6	8.2
California	100.0	31.6	3.7	2.3	54.6	7.8
Colorado	100.0	39.5	1.1	0.5	50.1	8.8
Connecticut	100.0	39.8	3.5	25.3	24.7	6.6
Delaware	100.0	32.7	3.4	21.2	40.9	1.8
District of Columbia	100.0	52.0	0.0	2.2	41.9	3.9
Florida	100.0	30.1	3.3	4.5	55.9	6.1
Georgia	100.0	30.6	3.3	1.5	57.0	7.5
Hawaii	100.0	51.3	0.9	0.8	40.6	6.3
Idaho	100.0	29.2	5.1	5.3	47.3	13.2
Illinois	100.0	32.3	2.8	17.3	42.3	5.3
Indiana	100.0	31.8	3.5	2.4	53.5	8.9
Iowa	100.0	34.1	4.0	1.2	50.2	10.4
Kansas	100.0	53.0	1.6	0.3	39.6	5.4
Kentucky	100.0	23.8	5.0	22.4	37.8	10.9
Louisiana	100.0	46.0	5.2	1.0	45.1	2.7
Maine	100.0	47.3	1.3	0.0	36.3	15.1
Maryland	100.0	27.4	2.0	3.7	61.2	5.7
Massachusetts	100.0	33.7	3.5	21.3	35.9	5.6
Michigan	100.0	39.3	4.4	2.7	46.7	6.9
Minnesota	100.0	36.9	3.8	1.4	52.4	5.6
Mississippi	100.0	24.5	3.5	2.1	62.4	7.5
Missouri	100.0	33.5	2.9	4.9	53.3	5.4
Montana	100.0	35.8	4.3	2.2	51.2	6.4
Nebraska	100.0	35.6	3.5	0.0	51.5	9.4
Nevada	100.0	34.4	6.0	1.0	49.9	8.8
New Hampshire	100.0	34.5	1.3	4.6	53.0	6.6
New Jersey	100.0	21.9	1.5	28.7	41.8	5.9
New Mexico	100.0	34.8	6.0	0.8	49.4	9.1
New York	100.0	32.6	3.8	21.4	37.3	5.0
North Carolina	100.0	26.8	1.7	2.3	62.6	6.6
North Dakota	100.0	23.3	4.7	0.0	66.1	5.9
Ohio	100.0	34.7	3.1	2.7	50.1	9.5
Oklahoma	100.0	33.2	2.8	1.4	53.3	9.3
Oregon	100.0	36.5	8.2	1.9	47.6	5.9

Table 3c (Percentages) (continued)
Usual Hours Worked
Higher Ed ESP Work Force by State, 2022

	All Higher Ed ESPs	1-29	30-34	35-39	40-44	45+
Pennsylvania	100.0	27.4	2.3	12.8	49.8	7.6
Rhode Island	100.0	22.4	0.1	23.2	46.5	7.8
South Carolina	100.0	30.8	4.6	15.9	43.6	5.0
South Dakota	100.0	49.7	4.0	3.3	35.4	7.6
Tennessee	100.0	28.5	3.5	14.3	45.1	8.6
Texas	100.0	29.3	2.3	1.5	57.7	9.2
Utah	100.0	31.0	5.6	3.3	55.1	5.0
Vermont	100.0	51.5	11.3	11.0	12.3	13.9
Virginia	100.0	29.0	2.5	1.4	58.0	9.2
Washington	100.0	31.1	2.7	1.3	55.0	9.9
West Virginia	100.0	40.4	4.7	23.4	23.6	7.8
Wisconsin	100.0	37.2	4.2	2.3	49.0	7.2
Wyoming	100.0	48.0	5.0	0.0	31.6	15.4

Table 4
Earnings Averages for Full-Time Workers
Total, K-12, and Higher Ed ESP Work Force by State, 2023–2024

	Total	Rank	K-12	Rank	Higher Ed	Rank
United States	\$37,097	–	\$34,954	–	\$45,662	–
Alabama	34,035	36	30,776	40	42,935	35
Alaska	41,009	9	40,588	9	44,515	26
Arizona	35,039	31	32,374	29	45,345	22
Arkansas	32,356	43	30,415	42	40,487	46
California	42,891	5	41,013	5	51,110	3
Colorado	38,333	18	35,249	21	48,471	11
Connecticut	42,911	4	40,743	8	54,653	1
Delaware	42,991	3	42,551	2	45,242	23
District of Columbia	42,004	8	41,097	4	48,520	10
Florida	35,197	29	33,324	26	42,681	37
Georgia	33,580	40	31,472	38	41,096	44
Hawaii	42,108	7	40,894	7	47,084	17
Idaho	31,414	46	28,345	47	39,438	49
Illinois	37,598	21	35,651	18	44,272	27
Indiana	34,443	32	31,501	37	44,251	28
Iowa	35,324	26	30,966	39	47,841	14
Kansas	31,207	48	28,270	48	43,069	34
Kentucky	30,876	49	28,088	49	41,865	39
Louisiana	31,961	44	29,764	44	41,860	40
Maine	33,172	41	31,708	35	43,371	33
Maryland	40,496	12	38,613	11	46,467	19
Massachusetts	40,318	13	37,876	13	50,558	4
Michigan	35,822	24	31,753	33	48,156	12
Minnesota	38,161	19	35,938	16	47,933	13
Mississippi	30,335	50	27,741	50	38,146	50
Missouri	34,052	34	31,711	34	44,201	29
Montana	33,756	39	32,037	30	41,360	42
Nebraska	34,041	35	30,408	43	45,151	24
Nevada	40,851	10	39,327	10	48,808	8
New Hampshire	33,785	38	32,762	28	41,709	41
New Jersey	43,680	2	42,233	3	52,064	2
New Mexico	32,367	42	29,457	45	42,788	36
New York	42,134	6	40,939	6	49,143	7
North Carolina	35,179	30	31,686	36	43,765	31
North Dakota	39,116	14	35,259	20	47,671	15
Ohio	38,121	20	35,775	17	47,636	16
Oklahoma	30,175	51	27,656	51	39,785	48
Oregon	37,114	22	34,656	23	46,023	20

Table 4 (continued)
Earnings Averages for Full-Time Workers
Total, K-12, and Higher Ed ESP Work Force by State, 2023-2024

	Total	Rank	K-12	Rank	Higher Ed	Rank
Pennsylvania	38,620	16	36,869	15	45,562	21
Rhode Island	44,659	1	42,940	1	49,221	6
South Carolina	34,413	33	31,800	32	44,766	25
South Dakota	31,401	47	30,618	41	35,815	51
Tennessee	31,554	45	29,362	46	40,297	47
Texas	33,899	37	31,812	31	44,198	30
Utah	38,845	15	37,437	14	41,177	43
Vermont	35,610	25	35,071	22	40,544	45
Virginia	36,887	23	34,490	24	46,705	18
Washington	40,795	11	38,609	12	49,875	5
West Virginia	35,272	28	33,247	27	43,414	32
Wisconsin	38,547	17	35,577	19	48,568	9
Wyoming	35,295	27	33,676	25	41,936	38

Table 5a
Earnings Categories for Full-Time Workers
Total ESP Work Force by State, 2023-2024

	Total ESPs	Under \$15,000	\$15,000-\$24,999	\$25,000-\$34,999	\$35,000-\$44,999	\$45,000+
United States	100.0 %	10.0 %	19.7 %	20.9 %	16.2 %	33.2 %
Alabama	100.0	11.1	28.9	21.4	12.7	25.9
Alaska	100.0	11.1	10.4	24.7	15.6	38.2
Arizona	100.0	11.8	19.2	25.3	16.8	26.9
Arkansas	100.0	11.7	27.3	23.1	16.8	21.0
California	100.0	6.7	11.4	17.7	15.9	48.2
Colorado	100.0	8.1	17.2	19.2	17.2	38.4
Connecticut	100.0	5.9	16.3	16.8	14.8	46.2
Delaware	100.0	8.2	9.2	22.1	13.8	46.7
District of Columbia	100.0	7.2	8.4	19.3	13.1	52.1
Florida	100.0	10.1	23.2	21.4	18.1	27.3
Georgia	100.0	14.4	22.9	23.2	14.6	24.8
Hawaii	100.0	6.5	7.7	16.8	28.3	40.7
Idaho	100.0	16.5	23.5	28.8	15.7	15.5
Illinois	100.0	8.9	18.4	19.7	17.7	35.3
Indiana	100.0	14.7	23.3	18.9	17.1	26.0
Iowa	100.0	14.0	24.0	14.8	13.8	33.4
Kansas	100.0	21.1	25.1	20.2	11.0	22.6
Kentucky	100.0	17.6	27.7	21.6	12.4	20.8
Louisiana	100.0	17.4	28.8	20.5	13.2	20.1
Maine	100.0	14.6	22.1	27.6	15.6	20.2
Maryland	100.0	5.9	13.6	19.8	20.6	40.1
Massachusetts	100.0	8.4	15.6	21.1	16.3	38.7
Michigan	100.0	13.0	20.1	21.8	14.1	31.1
Minnesota	100.0	7.9	19.6	18.5	15.6	38.3
Mississippi	100.0	22.1	28.3	19.2	13.5	17.0
Missouri	100.0	12.9	20.2	26.7	15.8	24.3
Montana	100.0	12.2	21.4	28.3	17.9	20.1
Nebraska	100.0	20.8	21.9	16.6	15.1	25.5
Nevada	100.0	9.0	13.3	17.0	21.1	39.6
New Hampshire	100.0	10.0	21.6	20.9	16.7	30.8
New Jersey	100.0	6.3	12.3	16.0	17.2	48.2
New Mexico	100.0	14.4	30.3	18.1	12.6	24.6
New York	100.0	6.1	13.9	18.3	17.6	44.1
North Carolina	100.0	8.9	20.1	26.6	19.4	25.0
North Dakota	100.0	7.5	12.8	16.4	33.8	29.6
Ohio	100.0	7.6	20.5	21.4	18.5	32.0
Oklahoma	100.0	15.2	36.4	18.9	13.8	15.7
Oregon	100.0	6.7	18.3	23.7	20.5	30.8

Table 5a (continued)
Earnings Categories for Full-Time Workers
Total ESP Work Force by State, 2023-2024

	Total ESPs	Under \$15,000	\$15,000-\$24,999	\$25,000-\$34,999	\$35,000-\$44,999	\$45,000+
Pennsylvania	100.0	9.5	16.0	21.6	18.0	35.0
Rhode Island	100.0	4.1	11.1	16.6	24.4	43.9
South Carolina	100.0	10.1	24.7	22.9	15.8	26.5
South Dakota	100.0	14.2	29.4	22.3	15.6	18.6
Tennessee	100.0	14.1	25.9	21.7	16.0	22.3
Texas	100.0	10.2	26.3	23.5	13.3	26.8
Utah	100.0	10.6	14.7	19.6	22.6	32.5
Vermont	100.0	8.2	28.7	20.2	17.9	25.0
Virginia	100.0	9.0	21.1	22.0	14.1	33.7
Washington	100.0	6.5	12.6	21.9	16.1	42.9
West Virginia	100.0	10.8	16.4	31.3	14.9	26.6
Wisconsin	100.0	8.4	20.4	19.3	16.4	35.4
Wyoming	100.0	13.6	21.1	24.9	17.9	22.6

Table 5b
Earnings Categories for Full-Time Workers
K-12 ESP Work Force by State, 2023-2024

	K-12 ESPs	Under \$15,000	\$15,000-\$24,999	\$25,000-\$34,999	\$35,000-\$44,999	\$45,000+
United States	100.0 %	11.1 %	23.4 %	22.6 %	15.4 %	27.5 %
Alabama	100.0	13.2	36.5	21.6	11.2	17.4
Alaska	100.0	11.1	9.9	24.9	17.6	36.5
Arizona	100.0	13.7	22.2	27.7	16.1	20.4
Arkansas	100.0	12.1	31.6	23.1	14.8	18.3
California	100.0	7.3	13.8	20.4	17.1	41.4
Colorado	100.0	9.7	21.6	21.9	18.7	28.1
Connecticut	100.0	7.3	20.2	18.7	14.7	39.1
Delaware	100.0	8.7	9.9	22.5	11.9	47.0
District of Columbia	100.0	7.3	8.4	18.6	13.3	52.4
Florida	100.0	11.4	27.3	21.9	16.2	23.2
Georgia	100.0	16.3	26.7	23.1	12.9	20.9
Hawaii	100.0	7.7	8.7	20.3	29.2	34.0
Idaho	100.0	21.5	30.7	24.3	11.8	11.7
Illinois	100.0	10.3	21.7	21.6	17.2	29.2
Indiana	100.0	17.1	29.2	20.1	14.9	18.8
Iowa	100.0	15.1	31.8	17.0	13.6	22.5
Kansas	100.0	25.8	29.4	19.6	9.0	16.3
Kentucky	100.0	21.2	32.7	21.0	10.8	14.3
Louisiana	100.0	19.2	32.3	19.6	12.4	16.5
Maine	100.0	16.7	24.3	27.9	15.2	16.0
Maryland	100.0	7.2	16.8	21.8	19.5	34.8
Massachusetts	100.0	8.4	18.8	25.7	16.9	30.1
Michigan	100.0	14.4	26.3	26.1	13.1	20.1
Minnesota	100.0	8.1	22.9	20.9	15.9	32.3
Mississippi	100.0	25.8	32.6	16.8	11.5	13.2
Missouri	100.0	14.0	23.0	28.5	15.8	18.8
Montana	100.0	11.8	24.6	33.1	17.7	12.8
Nebraska	100.0	24.1	26.6	16.5	13.4	19.4
Nevada	100.0	8.7	15.4	19.6	21.6	34.8
New Hampshire	100.0	9.2	24.4	23.6	17.0	25.8
New Jersey	100.0	7.1	13.7	17.9	17.8	43.5
New Mexico	100.0	16.1	37.2	19.3	9.5	17.9
New York	100.0	6.3	15.6	19.7	17.1	41.3
North Carolina	100.0	10.7	26.0	31.4	16.3	15.5
North Dakota	100.0	10.2	17.4	17.2	29.0	26.2
Ohio	100.0	8.3	24.1	23.4	18.2	26.0
Oklahoma	100.0	18.3	42.7	17.1	11.4	10.5

Table 5b (continued)
Earnings Categories for Full-Time Workers
K-12 ESP Work Force by State, 2023-2024

	K-12 ESPs	Under \$15,000	\$15,000-\$24,999	\$25,000-\$34,999	\$35,000-\$44,999	\$45,000+
Oregon	100.0	6.3	21.9	27.5	19.8	24.5
Pennsylvania	100.0	10.5	19.7	23.6	15.4	30.8
Rhode Island	100.0	4.2	13.8	18.8	24.4	38.8
South Carolina	100.0	10.8	29.4	23.7	14.2	21.8
South Dakota	100.0	11.9	31.8	24.2	14.9	17.2
Tennessee	100.0	16.7	30.0	21.4	14.6	17.4
Texas	100.0	11.4	30.5	25.1	11.4	21.6
Utah	100.0	9.9	18.5	19.4	21.9	30.3
Vermont	100.0	5.3	31.7	19.6	16.9	26.6
Virginia	100.0	10.5	24.9	23.6	13.8	27.3
Washington	100.0	6.5	15.6	25.5	16.1	36.2
West Virginia	100.0	11.1	19.5	35.7	15.8	17.9
Wisconsin	100.0	9.5	25.5	23.0	15.8	26.3
Wyoming	100.0	12.9	24.7	26.7	15.4	20.3

Table 5c
Earnings Categories for Full-Time Workers
Higher Ed ESP Work Force by State, 2023-2024

	Higher Ed ESPs	Under \$15,000	\$15,000-\$24,999	\$25,000-\$34,999	\$35,000-\$44,999	\$45,000+
United States	100.0 %	5.9 %	6.6 %	14.9 %	19.3 %	53.4 %
Alabama	100.0	6.2	11.4	20.8	16.3	45.2
Alaska	100.0	10.6	13.4	23.7	3.2	49.1
Arizona	100.0	5.3	9.0	17.3	19.5	49.0
Arkansas	100.0	10.1	10.9	23.4	24.4	31.2
California	100.0	4.6	3.1	8.3	11.7	72.3
Colorado	100.0	3.4	4.5	11.4	13.0	67.8
Connecticut	100.0	0.2	1.1	9.2	15.1	74.3
Delaware	100.0	6.0	6.2	20.6	22.1	45.1
District of Columbia	100.0	5.8	8.9	24.6	11.3	49.4
Florida	100.0	5.1	8.2	19.8	24.7	42.2
Georgia	100.0	7.9	9.9	23.6	20.3	38.2
Hawaii	100.0	1.9	3.5	3.5	24.9	66.2
Idaho	100.0	4.4	6.1	39.7	25.3	24.6
Illinois	100.0	4.1	7.4	13.2	19.1	56.2
Indiana	100.0	6.9	3.8	15.1	24.6	49.6
Iowa	100.0	11.1	2.9	9.0	14.3	62.8
Kansas	100.0	1.8	7.5	22.5	19.3	48.8
Kentucky	100.0	4.8	9.9	23.8	17.8	43.7
Louisiana	100.0	9.5	13.2	24.6	16.8	35.8
Maine	100.0	1.3	8.1	25.4	17.9	47.3
Maryland	100.0	2.6	5.3	14.7	23.5	53.9
Massachusetts	100.0	8.1	5.0	5.7	14.2	67.0
Michigan	100.0	9.4	3.7	10.4	16.6	59.9
Minnesota	100.0	6.8	5.9	8.6	14.7	63.9
Mississippi	100.0	12.1	16.6	25.5	18.7	27.1
Missouri	100.0	8.7	8.9	19.5	15.9	47.1
Montana	100.0	13.6	9.9	10.9	18.7	46.9
Nebraska	100.0	9.5	5.8	17.0	21.2	46.5
Nevada	100.0	10.1	4.4	5.7	18.7	61.1
New Hampshire	100.0	14.2	4.9	5.1	15.0	60.8
New Jersey	100.0	2.8	6.0	7.6	14.7	68.8
New Mexico	100.0	9.0	7.5	14.0	22.6	46.8
New York	100.0	5.1	4.6	10.8	20.5	59.0
North Carolina	100.0	4.9	6.8	15.5	26.2	46.6
North Dakota	100.0	2.7	4.8	14.9	42.1	35.5
Ohio	100.0	5.1	7.5	13.9	19.6	53.8
Oklahoma	100.0	2.2	10.2	26.5	24.0	37.1

Table 5c (continued)
Earnings Categories for Full-Time Workers
Higher Ed ESP Work Force by State, 2023-2024

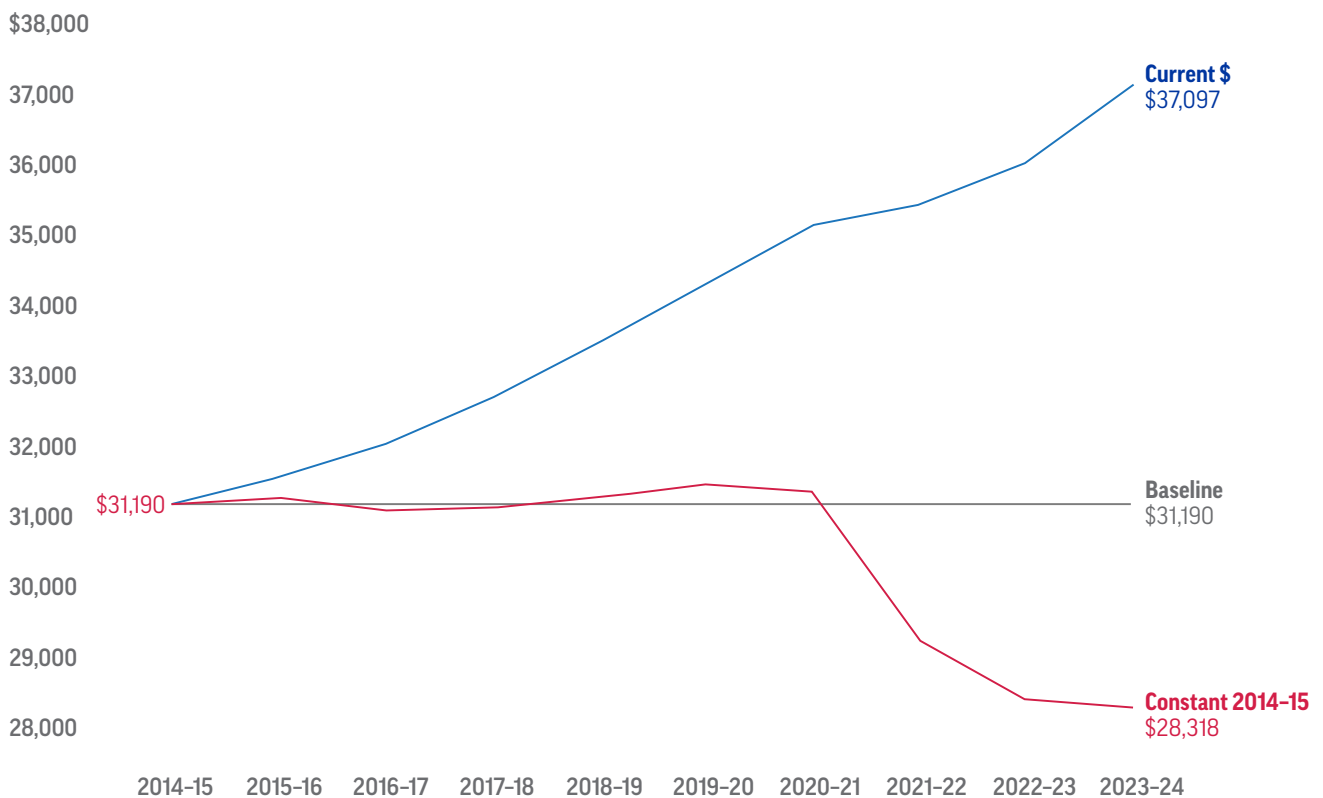
	Higher Ed ESPs	Under \$15,000	\$15,000-\$24,999	\$25,000-\$34,999	\$35,000-\$44,999	\$45,000+
Oregon	100.0	7.8	7.5	12.1	22.5	50.0
Pennsylvania	100.0	6.1	3.0	14.8	26.7	49.4
Rhode Island	100.0	3.9	5.0	11.4	24.4	55.3
South Carolina	100.0	7.4	7.9	19.8	21.7	43.1
South Dakota	100.0	24.3	18.8	13.7	18.5	24.8
Tennessee	100.0	4.6	11.0	22.5	21.3	40.6
Texas	100.0	5.1	8.1	16.3	21.6	48.9
Utah	100.0	11.6	8.6	19.9	23.9	36.1
Vermont	100.0	30.0	6.5	24.5	25.9	13.2
Virginia	100.0	3.6	6.4	15.6	15.7	58.8
Washington	100.0	6.2	2.9	10.4	16.0	64.4
West Virginia	100.0	9.7	5.9	16.2	11.6	56.6
Wisconsin	100.0	4.9	3.7	6.7	18.7	66.0
Wyoming	100.0	16.6	4.2	16.6	29.6	33.0

FIGURE 1.

AVERAGE ESP EARNINGS

Current and 2014 Dollars,
2014-2015 to 2023-2024

Overall, ESPs make on average 9 percent less than they did 10 years ago, adjusted for inflation.



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

FIGURE 2.

AVERAGE ESP EARNINGS

By State Collective Bargaining Status
2023-2024

The Benefit of Collective Bargaining

ESPs earn 7 percent more on average in states with collective bargaining than those where it is prohibited.



Average salary, 2023-2024. Salary averages are weighted by the number of ESPs. Where no bargaining law is in place, the amount of bargaining will vary significantly depending on the state.

Source: NEA ESP Earnings Report, April 2025.