

# Washington State ranks 11th in average ESP salary out of 50 states and Washington, D.C.

2022-23 K-12 ESP		
State	Average Salary	Rank
Delaware	\$44,237	1
District of Columbia	\$44,098	2
Alaska	\$42,118	3
New Jersey	\$41,338	4
Connecticut	\$40,285	5
California	\$39,877	6
New York	\$39,845	7
Hawaii	\$39,221	8
Rhode Island	\$39,165	9
Maryland	\$38,235	10
<b>Washington</b>	<b>\$37,334</b>	<b>11</b>
Nevada	\$36,900	12
Massachusetts	\$36,778	13
Pennsylvania	\$35,500	14
Wisconsin	\$35,059	15
Utah	\$34,893	16
Illinois	\$34,844	17
Ohio	\$34,346	18
Minnesota	\$34,289	19
Vermont	\$34,208	20
Oregon	\$33,838	21
<b>50 STATES AND D.C.</b>	<b>\$33,756</b>	
Virginia	\$33,464	22
Colorado	\$33,424	23
North Dakota	\$32,776	24
West Virginia	\$32,515	25
Wyoming	\$32,134	26
Florida	\$32,127	27
Montana	\$31,642	28
Maine	\$31,363	29
New Hampshire	\$31,175	30
Michigan	\$30,654	31
Indiana	\$30,450	32
Nebraska	\$30,446	33
Texas	\$30,382	34
South Carolina	\$30,372	35
Georgia	\$30,219	36
Arizona	\$30,199	37
Missouri	\$30,176	38
North Carolina	\$30,167	39
Alabama	\$29,768	40
Iowa	\$29,649	41
Arkansas	\$29,177	42
Louisiana	\$28,640	43
South Dakota	\$28,619	44
New Mexico	\$28,175	45
Tennessee	\$27,986	46
Kentucky	\$27,053	47
Kansas	\$27,024	48
Mississippi	\$26,770	49
Idaho	\$26,628	50
Oklahoma	\$26,612	51

- Washington's 2022-23 average ESP salary is \$37,334.
- That is \$3,578 ahead of the national average.



Source: NEA ESP Earnings Report, April 2024. Original source of salary data was the U.S. Census Bureau's American Community Survey (ACS), which is a continuously collected survey that uses a nationwide sample. As a result, this data provides 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 (2017-21) and are adjusted to 2022 dollars and are termed 2022-23 to reflect the academic calendar.