

Contextualizing the Push for More School Resource Officer Funding

An Essay for the Learning Curve by Montserrat Avila-Acosta and Lucy C. Sorensen
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With shootings becoming more frequent on and near school grounds across the US, members of Congress have proposed bills that would increase funding for school resource officers (SROs), or police officers stationed in school settings. Evidence on the effectiveness of SROs for preventing school violence, however, is mixed. And research indicates that SROs can lead to increases in disciplinary punishments and arrests, particularly for students of color.¹

In February 2022, Representative Chris Jacobs (R-NY) introduced the School Resource Officer Act of 2022, proposing additional funds to support SROs nationwide.² A few months later, Senators Ted Cruz (R-TX) and John Barrasso (R-WY) introduced the Safe Kids, Safe Schools, Safe Communities Act, which proposed to double the number of SROs nationwide through unspent American Rescue Plan education funds.³ They reintroduced similar legislation in spring 2023.⁴ Following a Nashville school shooting, Representative Chuck Fleischmann (R-TN) introduced the SAFE School Act in April 2023, which would establish a grant program for training and hiring veterans and former law enforcement officers as school safety officers.⁵

¹ Anthony Petrosino, Trevor Fronius, and Darius Taylor, "Research in Brief: School-Based Law Enforcement" (San Francisco: WestEd Justice and Prevention Research Center, 2020).

² *School Resource Officer Act of 2022*, H.R. 6712, 117th Cong. (2022).

³ Office of Senator Ted Cruz, "Senators Cruz, Barrasso Introduce Legislation to Protect Kids, Double Number of School Resource Officers in Schools," press release, June 23, 2022, <https://www.cruz.senate.gov/newsroom/press-releases/senators-cruz-barrasso-introduce-legislation-to-protect-kids-double-number-of-school-resource-officers-in-schools>.

⁴ Office of Senator Ted Cruz, "Sen. Cruz Fights to Pass Two School Safety Bills on Senate Floor," press release, March 30, 2023, <https://www.cruz.senate.gov/newsroom/press-releases/sen-cruz-fights-to-pass-two-school-safety-bills-on-senate-floor>.

⁵ *SAFE School Act*, H.R. 2491, 118th Cong. (2023).

Despite these calls to increase federal funding, we have little idea how much money is already being spent on SROs. Without a clearer idea of the existing landscape, we cannot understand the significance and potential effects of these policies.⁶ In part, the lack of clear figures stems from the shared responsibility of funding SROs by law enforcement agencies, school districts, states, and federal grant programs, as well as the lack of information on SRO presence in schools. SROs are not required to register in national databases, nor are police departments or schools required to report the number of SROs they employ, making it challenging to have an exact count of SROs.⁷

Current estimates on the presence of SROs in public schools vary. The National Association of School Resource Officers estimates that 42 percent of public schools employ SROs. Other estimates put this value between 46 and 58 percent.⁸ Research shows that SROs tend to be more prevalent in high schools than in middle and elementary schools and that up to 71 percent of public high schools employ SROs.⁹ As of 2019, the Bureau of Justice Statistics (BJS) estimated that approximately 24,900 SROs were employed across the nation.¹⁰

In this essay, we combine data on SRO presence in schools with salary data on police officers to estimate national annual expenditures on SROs to be between \$2.12 billion and \$2.34 billion. By calculating a comprehensive national estimate of total public expenditures of SROs, we provide context for proposals to increase federal funding for SROs.

How Much Money Is Currently Spent on SROs in Public Schools across the US?

Even though schools are rarely required to report the number of SROs on school grounds in administrative data, the Civil Rights Data Collection (CRDC) collected SRO prevalence data during its 2017–18 wave. To estimate expenditures on SROs, we combine the number of SROs as reported to the CRDC with the annual mean wages of police and sheriff's patrol officers by state from the 2017 wave of the Occupational Employment and Wage Statistics data from the US Bureau of Labor Statistics (BLS). Specifically, we calculate the costs of SROs for each state by multiplying the total number of full-time employed SROs in the state by the annual mean wage prevalent in that state. We conservatively use the number of SROs that Florida and Hawaii reported to the CRDC, even though these states are known to vastly underreport their SRO figures.¹¹ We then multiply the wage figures by a constant factor of 1.61

⁶ Strategies For Youth estimates federal expenditures on SROs to be almost \$1 billion since 1999, while states' expenditures are estimated to be \$965 million since 2018. See Lisa H. Thurau and Lany W. Or, "Two Billion Dollars Later: States Begin to Regulate School Resource Officers in the Nation's Schools, A Survey of State Laws" (Cambridge, MA: Strategies For Youth, 2019).

⁷ Chelsea Connery, "The Prevalence and the Price of Police in Schools" (Storrs: University of Connecticut, Neag School of Education, 2020); and "Frequently Asked Questions," National Association of School Resource Officers, accessed August 30, 2023, <https://www.nasro.org/faq/>.

⁸ "Crime, Violence, Discipline, and Safety in U.S. Public Schools: Findings from the School Survey on Crime and Safety," American Institutes for Research, July 25, 2019, <https://www.air.org/resource/report/crime-violence-discipline-and-safety-us-public-schools-findings-school-survey-crime>.

⁹ Matt Barnum, "New Studies Point to a Big Downside for Schools Bringing in More Police," *Chalkbeat*, February 14, 2019, <https://www.chalkbeat.org/2019/2/14/21121037/new-studies-point-to-a-big-downside-for-schools-bringing-in-more-police>.

¹⁰ Elizabeth J. Davis, "Law Enforcement Agencies That Employ School Resource Officers" (Washington, DC: US Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, 2022).

¹¹ Florida reported zero SROs for traditional secondary schools to the CRDC in the 2017–18 data, even though this is clearly inaccurate based on alternative, reputable sources (see Rebecca D. Gleit, "Cops on Campus: The Racial Patterning of Police in

to account for the average ratio of wage costs to employee benefit costs for state and local government workers.¹²

Using this approach, we find that the annual expenditures on SRO salaries and benefits are \$2.12 billion nationally. This translates to \$2.62 billion in inflation-adjusted 2023 dollars. But research has shown that the CRDC likely underreports school law enforcement presence.¹³ If we use the recent BJS count of 24,900 SROs in public schools instead, annual US expenditures on SROs would total \$2.34 billion. To put these numbers in context, we also calculated national annual expenditures on other school personnel who may promote school safety, including security guards, counselors, psychologists, nurses, and social workers (table 1).¹⁴ For these non-SRO personnel categories, mean annual wages also come from BLS and personnel counts from the CRDC.¹⁵

Although spending on SROs is sizable (more than \$2 billion), spending on security guards is even larger (\$12 billion). Though both focus on school security, they have different roles. Security guards guard school premises, while SROs can interact with students through mentoring or training and collaborate directly with local law enforcement.¹⁶ Security guards, unlike SROs, are not sworn law enforcement officers and lack the authority to make arrests. They also cost less for districts; the average security guard makes about \$31,000 a year, and the average police officer makes around \$58,000 a year.

Schools,” *Socius* 8 [2022]: 1, appendix A). Hawaii reported one SRO to the CRDC in the 2017–18 data. Both states have been identified as likely underreporting their school personnel in several CRDC waves. See Amir Whitaker, Sylvia Torres-Guillén, Michelle Morton, Harold Jordan, Stefanie Coyle, Angela Mann, and Wei-Ling Sun, *Cops and No Counselors: How the Lack of School Mental Health Staff Is Harming Students* (New York: American Civil Liberties Union, n.d.). New York City schools are excluded from our analysis, as they all failed to report SRO presence to the CRDC 2017–18 wave.

¹² Bureau of Labor Statistics, “Employer Costs for Employee Compensation—March 2023,” news release, June 16, 2023, <https://www.bls.gov/news.release/pdf/ecec.pdf>.

¹³ Gleit, “Cops on Campus”; and Lucy C. Sorensen, Montserrat Avila-Acosta, John Engberg, and Shawn D. Bushway, *The Thin Blue Line in Schools: New Evidence on School-Based Policing Across the U.S.*, *Journal of Policy Analysis and Management* (forthcoming).

¹⁴ US Department of Education, *Guiding Principles: A Resource Guide for Improving School Climate and Discipline* (Washington, DC: US Department of Education, 2014).

¹⁵ Occupation titles from the BLS and average national annual wages are available in the appendix.

¹⁶ Civil Rights Data Collection, *Master List of CRDC Definitions* (Washington, DC: US Department of Education, Civil Rights Data Collection, n.d.).

TABLE 1

National Annual Expenditures on School Resource Officers and Other School Personnel

Personnel	Total personnel	Average annual salary	Average annual salary and benefits	Estimated total spending
School resource officers	22,097	\$58,370	\$94,145	\$2.12 billion
Counselors	115,356	\$55,901	\$90,163	\$10.80 billion
Nurses	54,423	\$46,187	\$74,495	\$4.10 billion
Security guards	247,764	\$30,826	\$49,719	\$12.00 billion
Psychologists	51,598	\$76,264	\$123,007	\$6.54 billion
Social workers	26,242	\$47,149	\$76,047	\$2.21 billion

Source: Authors' calculations using data from the 2017–18 Civil Rights Data Collection and 2017 Bureau of Labor Statistics Occupational Employment and Wage Statistics.

Notes: Currency amounts are in 2017 dollars. Estimated total spending is calculated using the separate average wages of each occupation in each state, so you cannot produce the final column value by simply multiplying the first and third data column values.

The nationally aggregated expenditure picture, however, does not tell the whole story. To allow direct comparisons across states, we also calculate expenditures per student on each type of school personnel (table 2). Our results show that estimated expenditures on SROs per student vary greatly across states, with the average expenditure at \$46.87 per pupil. The estimated amount per student spent on SROs ranges from \$12.74 in Washington to \$213.08 in Idaho (appendix table A.2).

TABLE 2

Summary of State Per Pupil Spending on School Resource Officers and Other School Personnel

Personnel	Mean	Median	SD	Minimum	Maximum
School resource officers	\$46.87	\$40.50	\$33.11	\$12.74	\$213.07
Counselors	\$241.14	\$224.20	\$73.94	\$124.88	\$452.14
Nurses	\$96.64	\$81.75	\$55.46	\$19.90	\$256.78
Security guards	\$66.42	\$18.15	\$278.17	\$0.78	\$1,965.14
Psychologists	\$130.42	\$76.06	\$289.21	\$3.68	\$2,062.12
Social workers	\$58.53	\$32.97	\$68.57	\$4.88	\$357.39

Source: Authors' calculations using data from the 2017–18 Civil Rights Data Collection and 2017 Bureau of Labor Statistics Occupational Employment and Wage Statistics.

Notes: SD = standard deviation. Currency amounts are in 2017 dollars.

Potential Trade-Offs of Expenditures on SROs

We use our estimates for personnel expenditures per student to identify the top and bottom spenders on relevant personnel (table 3). Some states simultaneously have some of the highest per student expenditures on SROs and the lowest per student expenditures on other school personnel. Idaho and Texas, for instance, are among the top five spenders per student on SROs, but Idaho is among the bottom five spenders on nurses and school counselors, and Texas is in the bottom five spenders on social workers. Texas is also the top spender on security guards per student.

These findings suggest there may be an implicit trade-off between spending on SROs and spending on other personnel who could play a more preventive role in ensuring school safety. The findings also raise the question of whether states with high expenditures on SROs and security guards see these personnel as substitutes, rather than complements, of nurses, social workers, and counselors.

TABLE 3

Top and Bottom Spenders on School Resource Officers and Other School Personnel

School resource officers	Counselors	Nurses	Security guards	Psychologists	Social workers
Top five spenders per student					
ID (\$213.08)	VT (\$452.14)	VT (\$256.78)	TX (\$1,965.14)	WA (\$2,062.12)	DC (\$357.39)
WY (\$146.49)	NH (\$407.78)	CT (\$212.92)	NY (\$113.78)	CT (\$288.04)	CT (\$221.96)
AK (\$103.47)	MA (\$398.50)	MA (\$212.08)	NJ (\$105.34)	NY (\$278.03)	NJ (\$177.11)
TX (\$76.08)	ND (\$380.49)	NH (\$206.72)	DC (\$90.74)	NJ (\$223.73)	RI (\$173.19)
IN (\$68.31)	NJ (\$357.44)	RI (\$189.06)	CT (\$84.77)	DC (\$196.54)	IL (\$155.19)
Bottom five spenders per student					
WA (\$12.74)	AZ (\$124.88)	UT (\$19.90)	ME (\$0.78)	AL (\$3.68)	WA (\$4.88)
MI (\$16.41)	MI (\$131.17)	MI (\$21.07)	UT (\$1.07)	IA (\$4.30)	OK (\$5.57)
OK (\$18.18)	UT (\$143.05)	OR (\$26.31)	NC (\$3.76)	MS (\$8.60)	OR (\$7.25)
IA (\$20.06)	ID (\$144.51)	ID (\$35.52)	WV (\$4.00)	AR (\$17.40)	AL (\$7.31)
OR (\$21.26)	MN (\$162.59)	ND (\$39.32)	OK (\$4.14)	WV (\$18.15)	TX (\$8.13)

Source: Authors’ calculations using data from the 2017–18 Civil Rights Data Collection and 2017 Bureau of Labor Statistics Occupational Employment and Wage Statistics.

Notes: Currency amounts are in 2017 dollars. Florida and Hawaii are excluded from ranking because of inaccurate school resource officer reporting.

Implications of Increasing Federal Funding for SROs

The School Resource Officer Act of 2022, referred to the House Subcommittee on Crime, Terrorism, and Homeland Security in November 2022, contains the largest proposed direct expenditure on SROs of the recent proposed SRO funding bills.¹⁷ The act would increase federal funding of SROs by \$500 million per year for the next three fiscal years.¹⁸ According to our estimates, this would increase annual expenditures on SROs nationally to between \$2.62 billion and \$2.84 billion. In this scenario, national expenditures would be higher for SROs than for social workers.

Any increase in SRO funding necessarily raises the question of distribution across states. If funds were distributed according to each state’s student population, expenditures per student on SROs would increase by \$10 in every state. This increase represents a larger amount than what is currently being spent on social workers per student in some states. Ten dollars per pupil may not seem like much for

¹⁷ The Securing Our Schools Act of 2023 would increase federal funds by \$360 million for fiscal year 2023 and by \$480 million thereafter through 2029. This yields a similar appropriation as the SRO Act of 2022. See [Securing Our Schools Act of 2023](#), S. 1082, 118th Cong. (2023).

¹⁸ The SRO Act of 2022 specifies that at least 30 percent of the funds should be used for salaries and benefits for SROs. For simplicity, we assume 100 percent of funds would be put toward this category. The act also specifies that the federal funds should cover up to 75 percent of the salaries and benefits of SROs, with the remaining 25 percent having a local match requirement. To simplify our analysis, we have not considered the 25 percent local match for our calculations. See [School Resource Officer Act of 2022](#), H.R. 6712, 117th Cong. (2022).

states with large existing SRO programs, but the money could significantly expand SRO presence in states with less developed SRO programs. Because these funds would be allocated through the Community Oriented Policing Services (COPS) Office in the US Department of Justice, another possibility is that the funds would be distributed following a pattern similar to previous COPS Hiring Program grant programs. In this case, states like California, Illinois, New Jersey, Texas, and Wisconsin might receive the largest share of SRO funds.

Another question that arises with proposals to increase federal funds on SROs is the federal government's role in existing SRO program funding. The COPS Office currently supports the largest federal SRO grant programs. Unsurprisingly, estimates of the percentage of expenditures on SROs that are funded by the federal government are lacking. The BJS did not implement the Survey of Law Enforcement Personnel in Schools, a first attempt to address the lack of national statistics on SROs, until 2019. According to the survey, 4.3 percent of funding for SRO programs comes from federal grants, with the rest coming from school districts, police agencies, and state and local grants or taxes. If we consider the potential effects of increased funding from the SRO Act of 2022, for instance, this amount would result in a shift to 23 percent of SRO program funding coming from the federal government.

One problem with increasing the federal government's funding role is that the federal government has few official guidelines for SROs. The COPS Office does require SRO training funded through the COPS Hiring Program, but there is generally little federal oversight of SROs. Before considering the expansion of SRO funding, the federal government could make more efforts to provide clearer guidelines regarding SROs in terms of reporting of these personnel in schools, establishing clear selection criteria, strengthening district policies around the use of police, and requiring specialized training.

Given the mixed evidence on the effects of SROs on school safety¹⁹ and the research suggesting negative spillovers of SROs on student disciplinary outcomes, particularly for Black students and students with disabilities,²⁰ perhaps a better use of funds would be to ensure adequate and specialized training of currently employed SROs and to collect accurate data on the prevalence and costs of these personnel across the US. Because exposure to police or other security personnel is often higher in low-income and Black- and Latino-serving schools,²¹ ensuring transparency and accountability of policing

¹⁹ Emily G. Owens, "Testing the School-to-Prison Pipeline," *Journal of Policy Analysis and Management* 36, no. 1 (2017): 11, <https://doi.org/10.1002/pam.21954>; and Deanna N. Devlin and Denise C. Gottfredson, "The Roles of Police Officers in Schools: Effects on the Recording and Reporting of Crime," *Youth Violence and Juvenile Justice* 16, no. 2 (2018): 208, <https://doi.org/10.1177/1541204016680405>.

²⁰ Lucy Sorensen, Yinzhi Shen, and Shawn D. Bushway, "Making Schools Safer and/or Escalating Disciplinary Response: A Study of Police Officers in North Carolina Schools," *Educational Evaluation and Policy Analysis* 43, no. 3 (2021): 495, <https://doi.org/10.3102/01623737211006409>; and Emily K. Weisburst, "Patrolling Public Schools: The Impact of Funding for School Police on Student Discipline and Long-Term Education Outcomes," *Journal of Policy Analysis and Management* 38, no. 2 (2019): 338, <https://doi.org/10.1002/pam.22116>.

²¹ Sagen Kidane and Emily Rauscher, "Unequal Exposure to School Resource Officers, by Student Race, Ethnicity, and Income" (Washington, DC: Urban Institute, 2023); and Constance A. Lindsay, Victoria Lee, and Tracey Lloyd, "The Prevalence of Police Officers in US Schools," *Urban Wire* (blog), Urban Institute, June 21, 2018, <https://www.urban.org/urban-wire/prevalence-police-officers-us-schools>.

activities is especially important. Substituting investments in SROs with investments in restorative justice or mental health services is a promising option for creating safe school environments and promoting the well-being of school staff and students.²²

Appendix

TABLE A.1

Bureau of Labor Statistics Occupations and National Average Annual Wages

SOC code	Occupation title	Average annual wage
21-1012	Educational, guidance, school, and vocational counselors	\$ 55,901
29-2061	Licensed practical and licensed vocational nurses	\$46,187
33-9032	Security guards	\$30,902
19-3031	Clinical, counseling, and school psychologists	\$76,264
21-1021	Child, family, and school social workers	\$47,149
33-3051	Police and sheriff's patrol officers	\$58,370

Source: Bureau of Labor Statistics.

Notes: SOC = Standard Occupational Classification. Currency amounts are in 2017 dollars.

²²Scott E. Carrell and Susan A. Carrell, "Do Lower Student to Counselor Ratios Reduce School Disciplinary Problems?" *Contributions to Economic Analysis and Policy* 5, no. 1 (2006): 1; Randall Reback, "Schools' Mental Health Services and Young Children's Emotions, Behavior, and Learning," *Journal of Policy Analysis and Management* 29, no. 4 (Fall 2010): 698; and Ernesto Lodi, Lucrezia Perrella, Gian Luigi Lepri, Maria Luisa Scarpa, and Patrizia Patrizi, "Use of Restorative Justice and Restorative Practices at School: A Systematic Literature Review," *International Journal of Environmental Research and Public Health* 19, no. 1 (2021): 96.

TABLE A.2

State Per Pupil Spending Rankings for School Resource Officers and Other School Personnel

2017 dollars

School resource officers		Counselors		Nurses		Security guards		Psychologists		Social workers	
WA	12.74	AZ	124.88	UT	19.90	ME	0.78	AL	3.68	WA	4.88
MI	16.41	MI	131.17	MI	21.07	UT	1.07	IA	4.30	OK	5.57
OK	18.18	UT	143.05	OR	26.31	NC	3.76	MS	8.60	OR	7.25
IA	20.06	ID	144.51	ID	35.52	WV	4.00	AR	17.40	AL	7.31
OR	21.26	MN	162.59	ND	39.32	OK	4.14	WV	18.15	TX	8.13
AR	21.98	IN	166.76	CO	39.44	DE	5.36	OK	23.00	WV	8.35
DC	25.18	OK	168.99	OK	39.96	WY	5.88	TX	23.20	AK	8.75
NE	25.47	CA	173.46	DC	41.07	GA	6.19	MO	28.17	IA	9.90
AZ	25.59	NV	178.71	NC	44.21	VT	7.10	GA	30.98	MS	10.64
MD	28.88	IL	182.34	CA	51.61	OR	7.11	AK	35.61	AZ	14.03
NC	29.74	CO	183.67	WI	52.47	NH	7.29	NC	41.26	GA	14.37
NV	29.76	GA	186.81	WA	53.76	IA	7.81	NM	42.74	ID	14.93
UT	30.42	OH	187.74	GA	54.29	ID	9.18	TN	48.56	CA	15.15
KS	30.58	LA	189.54	NV	61.07	KY	9.62	ID	50.85	AR	15.21
ME	31.95	TN	198.80	MT	64.13	MN	10.55	OR	52.08	TN	15.56
WV	32.32	WI	201.89	MS	66.51	SC	13.85	UT	54.74	UT	16.05
MN	33.13	AL	202.51	OH	68.62	AL	14.19	KY	56.03	MT	18.74
RI	33.96	WV	204.37	WV	69.10	IN	14.53	SD	56.80	OH	18.80
VT	34.04	OR	214.23	AZ	75.23	SD	14.83	IN	58.39	DE	19.73
SD	34.08	MS	216.55	KY	76.69	KS	15.10	SC	58.44	SD	22.72
OH	36.28	KS	217.81	MN	78.92	TN	15.73	NV	60.05	KY	24.20
CA	37.03	KY	220.19	LA	79.49	ND	16.13	LA	63.32	NV	24.58
CO	38.57	NC	221.48	SD	80.36	AR	16.64	MI	67.80	PA	26.16
NM	39.60	WA	221.69	MD	80.81	MD	17.88	VA	72.15	SC	26.36
MT	40.50	SD	224.20	TN	81.75	MA	18.15	AZ	76.06	VA	32.97
IL	41.07	TX	229.90	VA	82.58	WI	19.66	ME	79.95	MO	34.25
NH	42.69	RI	231.93	TX	88.57	MO	20.11	KS	88.22	NE	34.63
PA	42.93	SC	236.96	NE	90.07	OH	20.78	CO	91.08	IN	42.90
KY	43.31	AR	238.19	DE	93.91	MI	21.04	VT	93.22	MD	45.49
NY	44.57	IA	238.53	AL	94.46	WA	21.60	OH	101.67	NC	45.68
CT	45.10	DE	243.55	IL	99.22	MT	25.44	MN	102.49	CO	50.35
MO	46.49	MO	244.04	SC	102.34	RI	27.13	ND	102.72	VT	50.36
WI	47.19	AK	254.32	IA	107.04	MS	27.63	WY	103.25	WI	52.17

School resource officers		Counselors		Nurses		Security guards		Psychologists		Social workers	
GA	47.32	PA	261.89	IN	111.63	CO	28.90	IL	106.74	KS	55.32
DE	48.08	WY	264.38	NM	113.87	LA	28.96	MT	112.02	NH	65.00
MA	49.59	NM	268.47	KS	113.95	NV	29.80	PA	112.49	MA	70.63
AL	49.74	MD	272.36	AR	116.51	NM	33.63	MD	119.41	LA	72.22
VA	53.04	ME	281.27	AK	120.36	VA	39.62	NE	135.29	NM	81.24
LA	54.68	NE	291.92	PA	123.63	AK	40.66	CA	141.61	ND	90.29
ND	55.43	VA	307.15	WY	143.95	CA	40.78	RI	148.87	WY	91.43
SC	56.21	DC	316.38	MO	149.68	AZ	45.00	WI	149.73	MI	96.18
MS	60.37	NY	316.56	ME	152.03	PA	49.27	NH	149.88	MN	123.31
NJ	65.31	MT	326.43	NY	165.54	NE	50.66	DE	159.72	ME	143.52
TN	68.18	CT	327.12	NJ	187.04	IL	77.36	MA	191.31	NY	147.74
IN	68.31	NJ	357.44	RI	189.06	CT	84.77	DC	196.54	IL	155.19
TX	76.08	ND	380.49	NH	206.72	DC	90.74	NJ	223.73	RI	173.19
AK	103.47	MA	398.50	MA	212.08	NJ	105.34	NY	278.03	NJ	177.11
WY	146.49	NH	407.78	CT	212.92	NY	113.78	CT	288.04	CT	221.96
ID	213.08	VT	452.14	VT	256.78	TX	1,965.14	WA	2,062.12	DC	357.39

Source: Authors' calculations using data from the 2017–18 Civil Rights Data Collection and 2017 Bureau of Labor Statistics Occupational Employment and Wage Statistics.

Note: In each personnel category, states are sorted from lowest per pupil spending to highest per pupil spending.

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