



**KANSAS ASSOCIATION
OF SCHOOL BOARDS**

Serving Educational Leaders, Inspiring Student Success

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Testimony before the
Senate Committee on Assessment and Taxation
on
SB 147 - Concerning income tax

by

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February 6, 2017

Madam Chairman, Members of the Committee:

Thank you for the opportunity to appear today as a proponent on **SB 147** on behalf of the Kansas Association of School Boards. We believe this could part of a solution to the state's budget problem. We would like to talk about why we believe additional revenue is necessary rather than spending cuts.

Spending on K-12 education is an investment, not an expense.

Kansans receive a direct return on their investment in education. As explained below, Kansans earned about \$5.5 billion more in 2014 than they would have if education levels had been at 1990 levels. That increase is more than double the increase in total K-12 spending after inflation.

The chart below shows the impact of rising educational achievement on the Kansas economy. First, it shows various levels of education attainment. Column 1 shows the percent of the Kansas population at those levels in 1990. Column 2 shows the number of Kansans in 2014 who would be at those levels based on 1990 attainment. Column 3 shows the average earnings by education level in 2014. Column 4 shows what Kansas earnings would be have been in 2014 if the population had been at 1990 levels: about \$61.6 billion.

Kansas Education Levels and Earnings	1	2	3	4	5	6	7
	1990 Percent at Education Levels	2014 Population By 1990 Ed Level	2014 Average Kansas Earnings by Education Level	Hypothetical 2014 Earnings at 1990 Education Levels	2014 Percent at Education Levels	Actual Number at Education Level 2014	2014 Earnings at Actual Education Levels
Population 25 years and over		1,881,521	\$35,743			1,881,521	
No High School Diploma	18.7%	351,844	\$23,067	\$8,115,995,398	9.7%	182,508	\$4,209,901,356
High school graduate only (includes equivalency)	32.5%	611,494	\$28,063	\$17,160,365,242	26.5%	498,603	\$13,992,297,813
Some college, or Associate's Degree	27.3%	513,655	\$32,063	\$16,469,327,736	32.2%	605,850	\$19,425,360,919
Bachelor's degree	14.4%	270,939	\$46,785	\$12,675,882,238	20.3%	381,949	\$17,869,472,877
Graduate or professional degree	7.0%	131,706	\$54,289	\$7,150,212,550	11.3%	212,612	\$11,542,485,973
<i>Total Wage Earnings:</i>				<u>\$61,571,783,163</u>			<u>\$67,039,518,938</u>
Increase in Earning Due to Higher Education Levels							\$5,467,735,775

Columns 5 and 6 show the *actual* percent of adult Kansans at various education levels in 2014 after almost 25 years of improving educational outcomes. Finally, Column 7 shows actual estimated earnings: over \$67 billion. In other words, improved educational attainment boosted earnings by almost \$5.5 billion.

Total Kansas school spending in 1990 was about \$2.1 billion. Because the consumer price index has increased 81.1 percent, \$2.1 billion in 1990 is equal to \$3.8 billion in 2014 dollars. In 2014, total Kansas school district spending was just under \$6 billion, or an increase of \$2.2 billion since 1990 adjusted for inflation, compared to an increase in earnings of \$5.5 billion. Kansans paid \$2.2 billion MORE for public education, but earned \$5.5 billion more due to improved educational levels.

Not all the increase in educational attainment is due to spending on public schools. Postsecondary education also plays a role. But public education is responsible for the first 13 years of education, for completing high school and for preparing students for postsecondary education. Kansans' incomes are also more than earnings alone, and we suggest that a more educated population is also more likely to have investment and other non-wage earnings as well.

Education attainment is better predictor of state prosperity than tax burden.

KASB compared each state's average household income and per capita income with its educational attainment levels and found a very strong positive correlation. In other words, states with a higher percentage of the population graduating from high school, with some college but less than four year degrees, with a four degree or more are much more likely to have higher household and per capita income.

KASB then compared state income with state and local tax burden, calculated by the Tax Foundation. There was a POSITIVE, but weaker, correlation between state resident income level and tax burden –in other words, states with high income level were somewhat more likely to have *higher* tax burdens, and states with low tax burdens were more likely to have low income levels. (Data on Table 1.)

Higher educational attainment is vital to economic prosperity because jobs and incomes increasingly depend on higher skills. Lower taxes can't make up for low skills.

The Georgetown Center for Education and the Workforce has estimated that about 99 percent of jobs created since the Great Recession require more than a high school diploma. Kansas is expected to be in the top ten states in the percentage of jobs that will require a postsecondary credential. These are the higher paying jobs with benefits that allow a chance for middle-class life. These are the goals of the State Board of Education's Kansans Can vision and outcomes, based on input from thousands of Kansans in community and business leader meetings.

If Kansas is going to thrive, it will take more than tax policy alone. It will take a workforce with the educational skills to fill and succeed in the kinds of jobs being created. Fortunately, Kansas is well poised to succeed. Among adults age 25 and older, Kansas ranks 17th in high school completion, 15th in some postsecondary completion, including technical certificates and two-year degrees, and 17th in completion of four year degrees or higher. However, to add jobs and raise income levels, Kansas will continue to improve education levels. The evidence says that will require continuing to raise education funding.

The highest performing states provide much more funding than Kansas; the lowest performing provide much less.

As noted, KASB found positive relationship between state incomes and higher tax levels, as well as higher educational attainment. KASB also found a positive relationship between the amount of state educational funding and educational attainment. (Data on Table 2)

In August, KASB produced an updated "state education report card" showing that across 15 measures of student achievement, Kansas ranked 10th in the nation, while total funding per pupil ranked 29th. (Data on Table 3.) Here are more details of what we found:

- The nine states with higher overall average achievement (New Hampshire, Massachusetts, New Jersey, Iowa, Nebraska, Vermont, Illinois, North Dakota and Connecticut) provided about \$4,800 more per pupil than Kansas, and about \$3,000 if adjusted for cost of living differences. (2014 data).
- The 10 lowest performing states (Alabama, Oregon, Florida, Mississippi, Georgia, Arizona, Louisiana, New Mexico, Alaska and Nevada) provided an average of \$1,000 less per pupil than Kansas, and about \$2,000 less than Kansas if high-spending Alaska is removed.
- Between 2008 and 2014, Kansas per pupil funding increased just 1.7 percent, less than one third of the national average of 6.2 percent. Thirty-seven states increased per funding more than Kansas.
- Over that period, the highest achieving states increased per pupil funding by 18.9 percent, while the lowest achieving 10 states cut funding by 0.3 percent.

Although Kansas remains a high achieving state, on most of the 15 educational measures used, the national average improved more than Kansas. In other words, Kansas has been lagging in both funding and educational improvement. This is a huge warning sign if Kansas is to remain competitive with other states – which is one of the Supreme Court’s “Rose capacities” for adequate funding.

Increased funding supports improved educational attainment by allowing districts to hire more teachers and student support staff; expand services; offer competitive salaries; and provide safer, more efficient facilities and new instructional technology.

While there are many non-financial factors to improving education, Kansas and other higher achieving states have done these things for the past several decades:

- School funding has increased more than inflation, which allowed districts to hire more teachers and support staff; provide competitive salaries and benefits; and improve school facilities, equipment and technology.
- This has allowed Kansas to have one of the lowest pupil-teacher ratios in the nation, have more total employees to work with students and families, expanding early childhood and career technical education programs, and keep average school and districts sizes small and rooted in the community.
- Like Kansas, the most successful states have smaller classes, schools, districts and staff positions compared to enrollment than the national average and less successful states.
- School funding has remained stable compared to state personal income, which means funding rises as incomes rise, but not faster. Since 1990, total K-12 expenditures have remained between 4.5 and 5.0 percent of Kansas personal income.

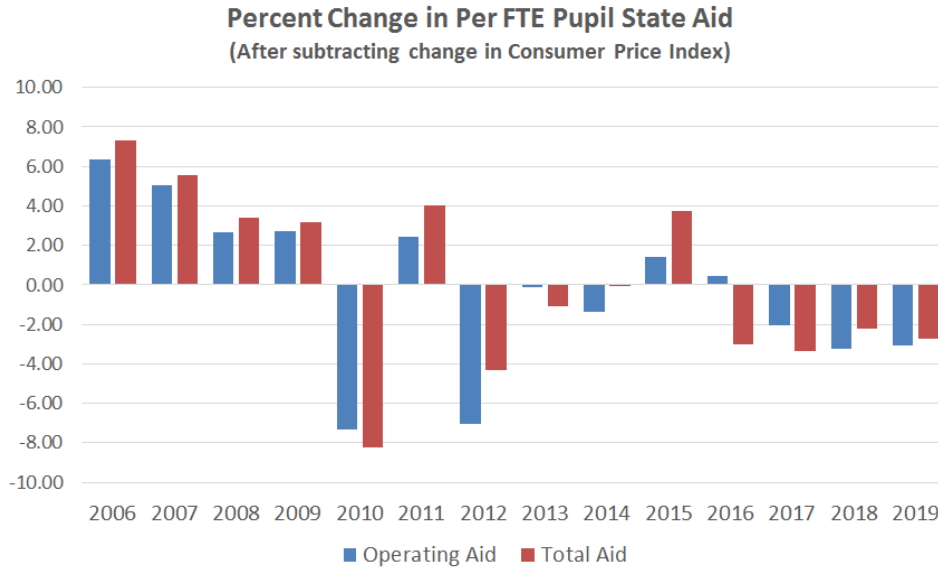
However, as tax policy changed, Kansas school funding has changed.

Since the Great Recession, Kansas K-12 funding has fallen behind enrollment growth and inflation.

Under Governor Brownback’s budget recommendations for FY 2017, total state aid per pupil will fall behind inflation this year, as it has done for five of the past seven years. Under the Governor’s recommendations for FY 2018 and 2019, school funding would continue to trail behind inflation for the next two years, as well. State aid for school district operating budgets, which pay for teachers and instructional staff, student support programs, leadership, operations and maintenance, has fallen even further behind. Even funding the Governor’s budget will require additional revenue from tax increases and/or one-time funding.

The chart below shows that after the four years of post-*Montoy* funding increases, state aid on a per pupil basis has lagged behind the inflation rate most years except for 2011 and 2015. (2015 increased due to the additional Local Option Budget and Capital Outlay funding approved in response to the Supreme Court’s Gannon equity ruling.)

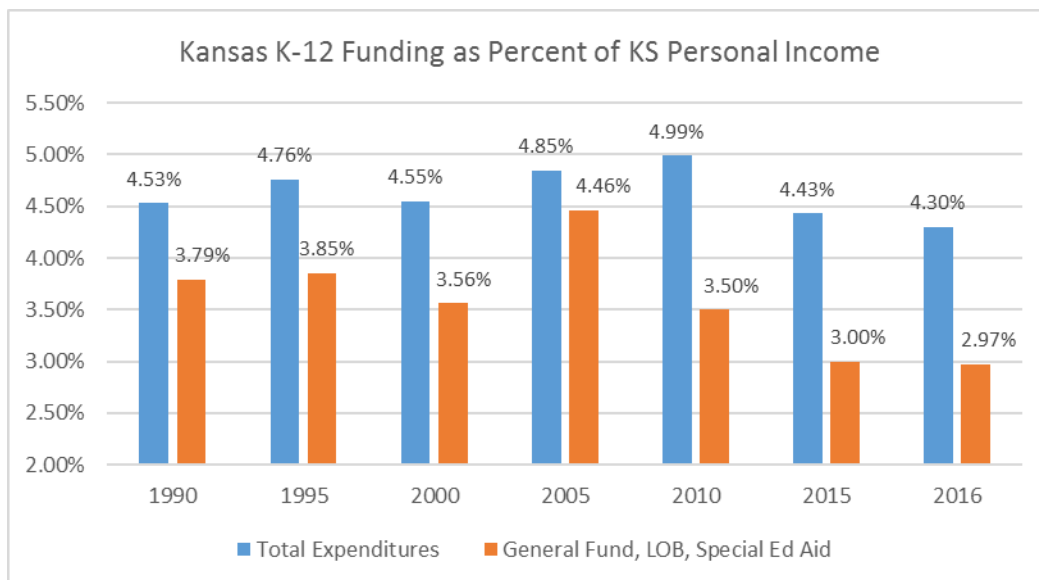
It should be noted that these FTE numbers are based on the full-time enrollment used for school finance purposes. As a result, they do not count full-time kindergarten students or students in district-funded preschool programs. Because of the significant growth in these programs over the past 15 years, these numbers understate how much funding has fallen behind in the number of pupil receiving public education.



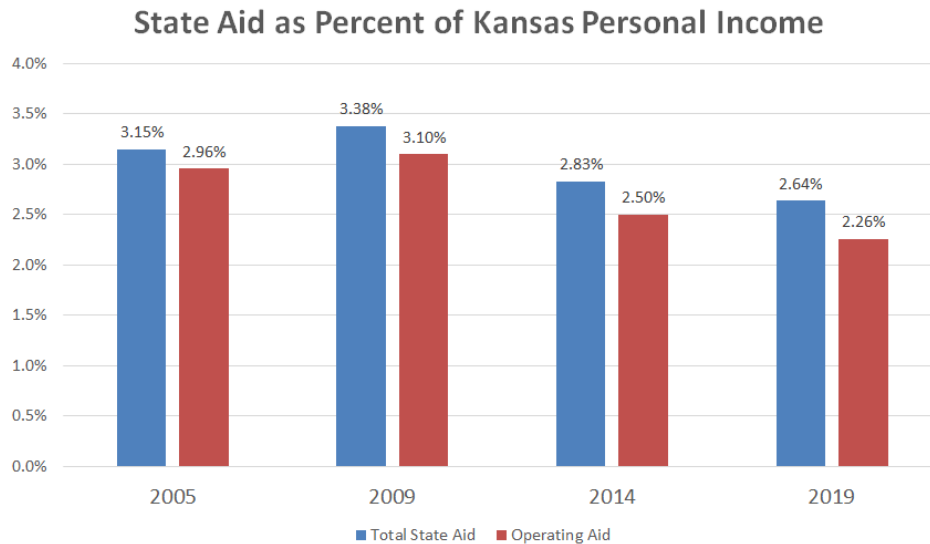
This means that after decades of increasing spending more than inflation to support better outcomes, Kansas is now falling behind in per pupil support.

Kansas K-12 funding has fallen behind in state personal income growth.

This decrease in funding compared to enrollment and inflation cannot be blamed only on the weaknesses of the Kansas economy. As the following chart shows, total K-12 spending ranged between 4.5 and 5.0 percent of personal income between 1990 and 2010. Since then, however, funding has fallen to 4.3 percent, and operating funding, which primarily funding by the state, has fallen even more.



The chart below shows how state aid *only* (excluding federal and local funding) has also fallen compared to Kansas Personal Income, and how it is projected through 2019 based on the Governor’s budget and the consensus revenue estimates for 2016, 2017 and 2018. Kansas tax and budget policies have resulted in a declining share of total state income going to support education.



The experience of no income tax states is not positive for education.

Because Kansas tax policy is based on the eventual goal of eliminating the state income tax, KASB studied the educational results of the seven states without income tax. Not only are none of these states ranked above Kansas – all seven are the bottom half of the nation, ranking as follows: Wyoming 28th, Texas 32nd, South Dakota, 34th, Washington, 35th, Florida 43rd, Alaska 49th and Nevada 50th.

As a group, these non-income tax states actually provide more total funding for K-12 education, but if mineral rich and sparsely populated Alaska and Wyoming are removed, the no income tax states provide a about \$2,000 less per pupil than Kansas when adjusted for regional cost differences.

Including Alaska and Wyoming, these states increased funding by 3.4 percent between 2008 and 2014, compared to Kansas’ 1.7 percent, but if those states are removed, the increase was just 0.9 percent – far behind the national average of 6.3 percent and nearly 20 percent for the top achieving states.

A review of tax sources in those states makes another point – each of the no income tax states has some other “leg” of the stool of tax collection. They each rely more heavily on property tax at the state level; on “selective” sales taxes like alcohol and motor fuels, or “other” revenue such as mineral production. These states have alternatives to the income tax Kansas does not have.

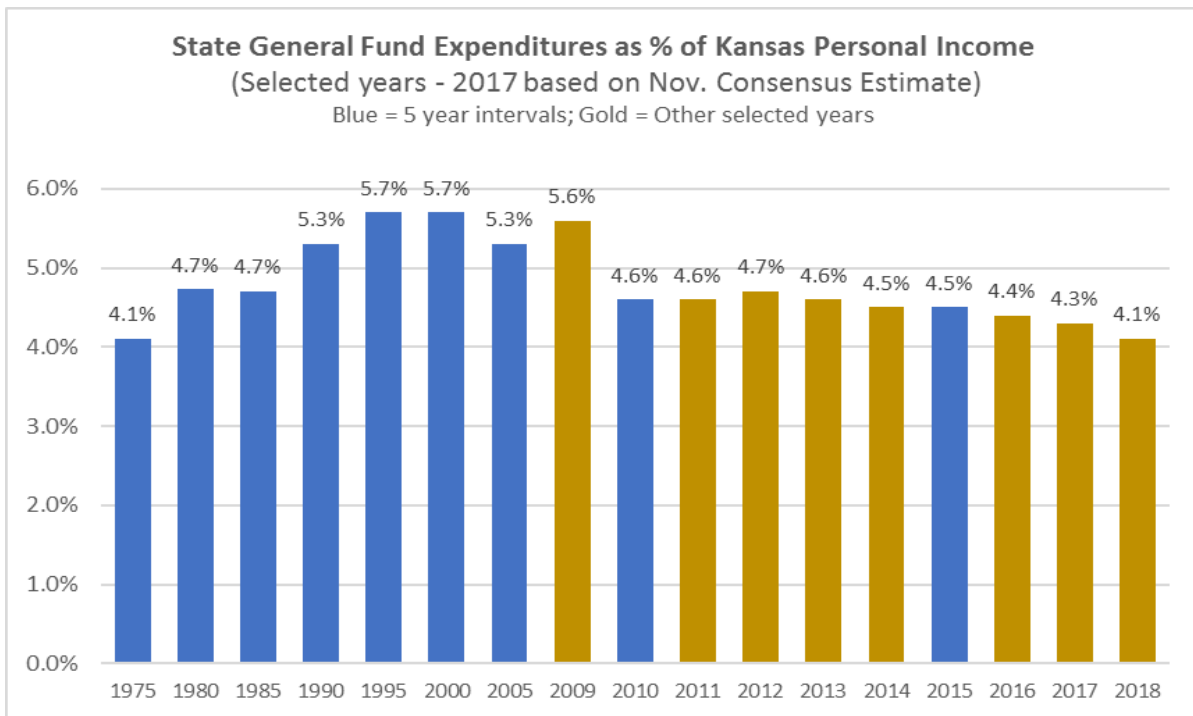
Finally, the no income tax states are not eliminating a major revenue source, as Kansas is trying to do. Therefore, they do not have to keep diverting revenue growth to what Kansas calls the “ratchet” or “glide path” or “march to zero,” or continue to raise other taxes to make up the loss – because they did not have an income tax in the first place.

Kansas needs to raise income now to avoid deeper cuts in school funding and other programs and remove the further automatic rate cuts that will hold down school funding indefinitely.

Unless this is done, Kansas will never able to provide the school funding policy which has been successful in the past.

School leaders understand the extremely difficult budget and tax choices the Legislature faces. But KASB believes the current tax policies of the state are making it impossible to deliver the services Kansas needs and wants, because these the costs of these services increase as public demands change.

The chart below shows the state general fund as a percentage of Kansas personal income going back to 1975. It's important to note that the growth of the SGF spending compared to income was in part due to the state taking on more responsibilities of local government. For example, in 1992 the state assumed a major role in education funding in order to reduce local property taxes and tax disparity. It also reflects asking government to do more, such as providing special education services and providing postsecondary education to many more students.



Since 2009, the trend has reversed itself. The state general fund as a share of income has dropped to levels of the mid-1970s. The issue is whether Kansans really want a 1970's level of government services. KASB members certainly do not want a 1970's level of education: lower graduation rates, fewer students preparing for and attending college, no special education for disadvantaged students, no Title IX for girls, to cite just a few changes. Public education is an investment in the state's future. Kansas is cutting back on that investment. It appears many Kansans are concerned about support of other state programs, as well; and school leaders share those concerns.

SB 147 is not the complete solution to the budget issues facing Kansas, but it is another step. We would encourage this committee to continue to look at ways to build the comprehensive tax reform policy that will adequately and equitably restore necessary revenue to the State of Kansas for investment in core services like education.

Thank you for your consideration.

Table 1: State income correlation with educational attainment, poverty and tax burden.

	2014 Median Household Income		2015 Per Capital Income		2014 25-year-olds and older						2014 Income Below Poverty Level in the Past 12 Months		State-Local Tax Burden As Percent of State Income	
	Dollars	Rank	Dollars	Rank	Some College or Higher		Bachelors or higher		Graduate degree or higher		Percent	Rank	Percent	Rank
					Percent	Rank	Percent	Rank	Percent	Rank				
Alabama	\$ 42,278	48	\$38,030	47	53.3%	41	23.0	44	8.5	41	19.3	46	8.7	39
Alaska	\$ 67,629	5	\$56,147	5	64.3%	7	29.1	22	10.4	24	11.2	5	6.5	50
Arizona	\$ 49,254	37	\$39,156	42	61.7%	19	27.4	31	10.1	28	18.2	40	8.8	36
Arkansas	\$ 44,922	44	\$38,252	46	49.9%	47	21.4	48	7.3	48	18.9	44	10.1	17
California	\$ 60,487	14	\$53,741	10	61.0%	21	31.7	13	11.8	14	16.4	33	11	6
Colorado	\$ 60,940	11	\$50,899	13	68.9%	1	38.0	3	13.9	8	12.0	12	8.9	35
Connecticut	\$ 70,161	4	\$68,704	1	62.5%	16	37.9	4	16.7	3	10.8	3	12.6	2
Delaware	\$ 57,522	20	\$47,633	22	57.2%	33	30.3	18	12.4	11	12.5	16	10.2	16
Florida	\$ 46,140	42	\$44,429	28	57.4%	32	27.4	33	9.9	30	16.5	34	8.9	34
Georgia	\$ 49,555	36	\$40,306	40	57.0%	35	29.0	23	10.9	21	18.3	41	9.1	32
Hawaii	\$ 71,223	3	\$48,288	20	63.2%	12	31.6	14	10.7	22	11.4	6	10.2	14
Idaho	\$ 53,438	29	\$38,392	44	62.0%	17	25.2	41	8.2	43	14.8	25	9.3	26
Illinois	\$ 54,916	25	\$50,295	15	61.1%	20	33.0	12	12.8	10	14.4	24	11	5
Indiana	\$ 48,060	38	\$41,940	36	53.2%	42	24.8	42	9.0	39	15.2	26	9.5	22
Iowa	\$ 57,810	19	\$45,902	26	59.3%	25	27.9	29	9.4	37	12.2	13	9.2	31
Kansas	\$ 53,444	28	\$47,161	23	63.2%	12	31.5	15	11.5	17	13.6	19	9.5	23
Kentucky	\$ 42,786	46	\$38,588	43	50.6%	46	22.7	47	9.4	36	19.1	45	9.5	24
Louisiana	\$ 42,406	47	\$42,947	31	49.4%	48	22.9	46	7.8	45	19.8	47	7.6	45
Maine	\$ 51,710	32	\$42,799	33	58.4%	30	29.7	21	10.2	26	14.1	21	10.2	13
Maryland	\$ 76,165	1	\$55,972	7	63.8%	9	38.2	2	17.3	2	10.1	2	10.9	7
Massachusetts	\$ 63,151	10	\$62,603	2	64.4%	6	41.4	1	18.0	1	11.6	9	10.3	12
Michigan	\$ 52,005	31	\$42,812	32	59.7%	23	27.4	32	11.0	20	16.2	32	9.4	25
Minnesota	\$ 67,244	6	\$50,871	14	66.3%	4	34.0	10	11.6	15	11.5	7	10.8	8
Mississippi	\$ 35,521	50	\$34,771	50	52.0%	45	20.9	49	8.0	44	21.5	49	8.6	41
Missouri	\$ 56,630	22	\$42,300	34	57.1%	34	27.5	30	10.5	23	15.5	29	9.3	29
Montana	\$ 51,102	33	\$41,809	38	62.7%	15	28.1	27	9.6	34	15.4	28	8.7	38
Nebraska	\$ 56,870	21	\$48,544	19	63.1%	14	30.2	19	9.5	35	12.4	15	9.2	30
Nevada	\$ 49,875	34	\$41,889	37	56.9%	36	22.9	45	7.8	46	15.2	26	8.1	43
New Hampshire	\$ 73,397	2	\$55,905	9	63.4%	11	35.3	8	13.2	9	9.2	1	7.9	44
New Jersey	\$ 65,243	8	\$59,949	3	60.0%	22	37.2	5	14.2	7	11.1	4	12.2	3
New Mexico	\$ 46,686	41	\$37,938	48	57.7%	31	26.6	34	11.2	19	21.3	48	8.7	37
New York	\$ 54,310	26	\$58,670	4	58.9%	28	34.7	9	15.0	5	15.9	31	12.4	1
North Carolina	\$ 46,784	40	\$40,759	39	59.1%	26	28.7	25	10.1	27	17.2	37	9.8	20
North Dakota	\$ 60,730	12	\$55,950	8	64.3%	8	25.7	39	6.7	50	11.5	7	9	33
Ohio	\$ 49,644	35	\$43,566	30	55.0%	40	26.5	35	9.9	29	15.8	30	9.8	19
Oklahoma	\$ 47,199	39	\$45,573	27	55.2%	39	24.1	43	8.5	42	16.6	35	8.6	40
Oregon	\$ 58,875	16	\$43,783	29	65.5%	5	30.6	17	11.5	16	16.6	35	1.3	10
Pennsylvania	\$ 55,173	24	\$49,745	17	52.8%	43	28.8	24	11.3	18	13.6	19	10.2	15
Rhode Island	\$ 58,633	17	\$50,018	16	58.9%	28	30.2	20	12.2	12	14.3	23	10.8	9
South Carolina	\$ 44,929	43	\$38,302	45	55.7%	38	26.2	37	9.7	32	18.0	39	8.4	42
South Dakota	\$ 53,053	30	\$47,881	21	59.6%	24	26.5	36	6.7	49	14.2	22	7.1	49
Tennessee	\$ 43,716	45	\$42,094	35	52.5%	44	25.4	40	9.1	38	18.3	41	7.3	47
Texas	\$ 53,875	27	\$46,947	24	56.8%	37	27.9	28	9.7	33	17.2	37	7.6	46
Utah	\$ 63,383	9	\$39,308	41	68.2%	2	31.2	16	10.4	25	11.7	10	9.6	21
Vermont	\$ 60,708	13	\$48,587	18	61.8%	18	36.2	7	14.2	6	12.2	13	10.3	11
Virginia	\$ 66,155	7	\$52,052	11	63.6%	10	36.6	6	16.1	4	11.8	11	9.3	27
Washington	\$ 59,068	15	\$51,898	12	67.3%	3	33.2	11	12.0	13	13.2	17	9.3	28
West Virginia	\$ 39,552	49	\$36,758	49	44.2%	49	19.3	50	7.6	47	18.3	41	9.8	18
Wisconsin	\$ 58,080	18	\$45,914	25	59.0%	27	28.5	26	9.7	31	13.2	17	11	4
Wyoming	\$ 55,690	23	\$56,081	6	62.9%	15	25.9	38	9.0	40	11.2	5	7.1	48
Correlation with Household Income					0.75913		0.806		0.657		-0.89		0.2074	
Correlation with Per Capita Income					0.53036		0.755		0.676		-0.74		0.3175	

Table 2: State Funding of K-12 Education

	Actual Dollars				State Cost of Living Adjusted (RPP)				Funding 2008-14							
	Total Revenue Per Pupil	Total Revenue per Pupil Rank	Current Spending Per Pupil	Spending on Instruction Rank	Total Revenue Per Pupil	Total Revenue per Pupil Rank	Current Spending Per Pupil	Spending on Instruction Rank	Average Funding Per Pupil	Rank of Average Funding	Percent Change in Funding	Rank in Funding Change				
Kansas	\$11,702	29	\$9,972	28	\$6,112	26	\$12,901	25	\$10,995	26	\$6,739	24	\$11,619	27	1.7	38
United States	\$12,774		\$11,009		\$6,654								\$12,353		6.2	
Aspiration	\$16,514	11.1	\$14,432	11.1	\$8,803	10.1	\$16,232	10.9	\$14,189	10.6	\$8,663	9.9	\$15,215	12.3	18.9	8.4
Adjacent	\$10,924	34.0	\$9,604	33.3	\$5,743	33.3	\$11,788	32.3	\$10,372	32.3	\$6,208	32.3	\$10,596	34.8	6.9	28.0
Overall Peers	\$12,848	24.2	\$11,205	24.0	\$6,668	24.6	\$13,374	24.3	\$11,661	24.2	\$6,947	24.6	\$12,235	24.8	10.3	20.9
Student Peers	\$13,650	21.0	\$12,022	20.6	\$6,972	21.7	\$14,020	21.7	\$12,340	21.0	\$7,160	22.3	\$12,877	22.0	12.8	16.9
Adult Peers	\$12,698	25.2	\$10,998	24.9	\$6,593	25.0	\$13,013	25.7	\$11,277	25.9	\$6,763	25.7	\$12,147	25.3	8.4	23.9
Distribution Peers	\$12,588	26.9	\$10,987	26.3	\$6,489	26.8	\$13,393	25.1	\$11,681	25.0	\$6,904	25.4	\$12,090	27.3	8.4	25.6
Bottom Ten Achieve.	\$11,465	33.7	\$10,197	32.9	\$5,823	34.0	\$11,882	34.3	\$10,557	33.4	\$6,030	34.1	\$11,222	33.4	-0.3	37.4
No Income Tax	\$13,012	27.9	\$11,294	29.1	\$6,593	29.0	\$13,204	29.3	\$11,444	30.0	\$6,686	30.3	\$12,642	28.0	3.4	30.4
Alabama	\$9,939	41	\$9,028	38	\$5,164	42	\$11,320	38	\$10,282	33	\$5,882	36	\$9,822	43	-4.4	45
Alaska	\$19,571	4	\$18,416	2	\$10,315	4	\$18,516	5	\$17,423	2	\$9,758	4	\$17,919	5	16.8	9
Arizona	\$8,786	48	\$7,528	48	\$4,091	49	\$9,114	48	\$7,809	48	\$4,244	48	\$8,826	47	-5.6	47
Arkansas	\$10,785	35	\$9,616	33	\$5,430	34	\$12,326	30	\$10,989	27	\$6,206	29	\$10,469	36	11.9	18
California	\$11,223	33	\$9,595	34	\$5,709	31	\$9,985	45	\$8,536	47	\$5,079	44	\$11,076	30	-3.7	44
Colorado	\$10,538	37	\$8,985	39	\$5,159	43	\$10,331	41	\$8,809	44	\$5,057	45	\$10,322	38	4.8	33
Connecticut	\$20,577	2	\$17,745	4	\$11,031	2	\$18,912	3	\$16,309	5	\$10,139	2	\$18,374	4	24.0	3
Delaware	\$15,775	12	\$13,938	12	\$8,633	10	\$15,480	12	\$13,678	10	\$8,472	12	\$14,913	11	9.2	25
Florida	\$9,628	43	\$8,755	41	\$5,370	36	\$9,715	47	\$8,835	43	\$5,419	41	\$9,909	41	-15.1	50
Georgia	\$10,486	39	\$9,202	37	\$5,590	32	\$11,398	37	\$10,002	37	\$6,076	30	\$10,740	35	-7.6	48
Hawaii	\$14,434	16	\$12,458	15	\$7,464	15	\$12,358	29	\$10,666	30	\$6,390	28	\$14,029	13	2.2	37
Idaho	\$7,406	50	\$6,621	49	\$3,939	50	\$7,929	50	\$7,089	49	\$4,218	50	\$7,782	49	-8.5	49
Illinois	\$14,756	14	\$13,077	13	\$7,822	13	\$14,654	15	\$12,986	14	\$7,768	15	\$13,459	15	25.5	2
Indiana	\$12,064	26	\$9,548	35	\$5,471	33	\$13,199	24	\$10,446	32	\$5,985	33	\$12,016	24	12.7	15
Iowa	\$12,346	24	\$10,668	26	\$6,510	22	\$13,673	21	\$11,814	20	\$7,210	20	\$11,716	26	13.0	12
Kansas	\$11,702	29	\$9,972	28	\$6,112	26	\$12,901	25	\$10,995	26	\$6,739	24	\$11,619	27	1.7	38
Kentucky	\$10,523	38	\$9,312	36	\$5,328	38	\$11,864	31	\$10,498	31	\$6,007	31	\$10,322	39	5.6	31
Louisiana	\$12,508	22	\$10,749	25	\$6,050	27	\$13,684	20	\$11,760	22	\$6,619	25	\$12,134	23	7.8	27
Maine	\$14,604	15	\$12,707	14	\$7,284	18	\$15,041	14	\$13,086	13	\$7,502	17	\$13,844	14	12.9	13
Maryland	\$16,146	10	\$14,003	10	\$8,635	9	\$14,638	16	\$12,695	17	\$7,829	14	\$15,836	10	4.3	34
Massachusetts	\$17,896	7	\$15,087	7	\$9,225	7	\$16,710	9	\$14,087	9	\$8,614	9	\$16,618	7	15.6	10
Michigan	\$12,856	19	\$11,110	22	\$6,497	25	\$13,662	22	\$11,807	21	\$6,904	23	\$12,314	20	10.5	22
Minnesota	\$13,693	18	\$11,464	18	\$7,441	16	\$14,030	19	\$11,746	23	\$7,624	16	\$13,044	17	12.0	17
Mississippi	\$9,072	46	\$8,263	46	\$4,628	46	\$10,464	40	\$9,531	40	\$5,338	42	\$9,048	45	0.8	40
Missouri	\$11,382	32	\$9,875	30	\$5,871	29	\$12,731	27	\$11,046	25	\$6,568	26	\$10,860	34	10.6	21
Montana	\$11,890	27	\$11,017	23	\$6,590	20	\$12,622	28	\$11,695	24	\$6,995	22	\$11,390	29	9.3	24
Nebraska	\$12,773	20	\$11,726	17	\$7,714	14	\$14,099	17	\$12,942	15	\$8,514	11	\$12,263	21	12.4	16
Nevada	\$9,642	42	\$8,414	45	\$4,829	45	\$9,869	46	\$8,612	46	\$4,943	46	\$9,827	42	-4.7	46
New Hampshire	\$15,919	11	\$14,335	9	\$9,016	8	\$15,132	13	\$13,627	11	\$8,570	10	\$14,654	12	19.2	5
New Jersey	\$20,531	3	\$17,907	3	\$10,395	3	\$17,931	6	\$15,639	6	\$9,079	6	\$19,287	2	11.2	19
New Mexico	\$11,026	34	\$9,734	31	\$5,234	41	\$11,606	35	\$10,247	34	\$5,509	40	\$10,899	33	1.7	39
New York	\$23,326	1	\$20,610	1	\$14,289	1	\$20,161	1	\$17,813	1	\$12,350	1	\$21,454	1	20.2	4
North Carolina	\$9,340	44	\$8,512	44	\$5,254	39	\$10,186	42	\$9,282	41	\$5,730	38	\$9,768	44	-2.2	43
North Dakota	\$14,817	13	\$12,358	16	\$7,346	17	\$16,193	10	\$13,505	12	\$8,029	13	\$12,986	18	32.4	1
Ohio	\$14,041	17	\$11,354	19	\$6,509	23	\$15,723	11	\$12,715	16	\$7,289	19	\$13,405	16	10.5	23
Oklahoma	\$9,003	47	\$7,829	47	\$4,228	47	\$9,992	44	\$8,689	45	\$4,693	47	\$8,940	46	0.0	42
Oregon	\$11,602	30	\$9,945	29	\$5,766	30	\$11,720	33	\$10,045	36	\$5,824	37	\$10,922	32	8.0	26
Pennsylvania	\$17,223	8	\$13,961	11	\$8,497	12	\$17,538	7	\$14,217	8	\$8,652	8	\$15,915	8	17.7	7
Rhode Island	\$16,948	9	\$14,767	8	\$8,550	11	\$17,171	8	\$14,962	7	\$8,663	7	\$15,885	9	12.7	14
South Carolina	\$11,524	31	\$9,732	32	\$5,425	35	\$12,734	26	\$10,754	28	\$5,994	32	\$11,033	31	6.0	28
South Dakota	\$10,278	40	\$8,881	40	\$5,247	40	\$11,680	34	\$10,092	35	\$5,962	34	\$10,135	40	5.2	32
Tennessee	\$9,046	45	\$8,630	42	\$5,336	37	\$10,029	43	\$9,568	39	\$5,916	35	\$8,766	48	11.0	20
Texas	\$10,629	36	\$8,593	43	\$5,125	44	\$11,003	39	\$8,895	42	\$5,305	43	\$10,380	37	5.6	30
Utah	\$7,714	49	\$6,500	50	\$4,096	48	\$7,953	49	\$6,701	50	\$4,223	49	\$7,683	50	2.3	36
Vermont	\$19,009	6	\$16,988	5	\$10,165	5	\$18,783	4	\$16,786	3	\$10,044	3	\$17,579	6	16.9	8
Virginia	\$11,847	28	\$10,973	24	\$6,645	19	\$11,546	36	\$10,695	29	\$6,477	27	\$11,818	25	0.3	41
Washington	\$12,237	25	\$10,202	27	\$5,925	28	\$11,789	32	\$9,828	38	\$5,709	39	\$11,459	28	13.5	11
West Virginia	\$12,497	23	\$11,260	20	\$6,507	24	\$14,058	18	\$12,666	18	\$7,319	18	\$12,219	22	18.7	6
Wisconsin	\$12,716	21	\$11,186	21	\$6,572	21	\$13,615	23	\$11,977	19	\$7,037	21	\$12,604	19	5.8	29
Wyoming	\$19,098	5	\$15,797	6	\$9,338	6	\$19,853	2	\$16,421	4	\$9,707	5	\$18,869	3	2.6	35
B10, w/out Alaska	\$10,299	38.3	\$9,069	37.8	\$5,191	38.7	\$10,988	38.2	\$9,680	37.7	\$5,539	38.3	\$10,236	37.9	-2.1	40.9
No Inc., No AK, WY	\$10,483	37.2	\$8,969	39.2	\$5,299	38.6	\$10,811	39.6	\$9,253	40.8	\$5,468	40.6	\$10,342	37.6	0.9	33.8

