



Table 10. State rankings, average compensation for teachers (average salary plus average cash value of benefits), 2002-03 school year.

By applying each state's ratio from Table 9 to the average teacher salary in that state, we can generate state rankings based on a teacher's total salary/benefits package. You can compare the usual average salary rankings from Table 4 with this table and see what effect the addition of benefits has on the rankings.

The average compensation package for U.S. teachers for 2002-03 was \$58,316. Michigan makes the greatest gain of states near the top of the list, moving up to first place from fourth. But the most profound differences were in the middle levels. Pennsylvania and Oregon switched places at 8th and 14th. Colorado, North Carolina, Arizona and Texas all dropped nine places or more. In the other direction, West Virginia rose from 38th to 21st while Maine and Utah both climbed ten places. The bottom six states in the rankings are in exactly the same order in both tables.



Table 10. State rankings, average compensation for teachers – average salary plus average cash value of benefits, 2002-03 school year (Derived from Tables 4 and 9 in this report)

U.S. \$58,316					
1)	Michigan	\$73,863	27)	Maine	\$53,155
2)	California	\$71,592	28)	Idaho	\$52,112
3)	Connecticut	\$70,371	29)	Utah	\$51,853
4)	New Jersey	\$69,414	30)	South Carolina	\$51,462
5)	Massachusetts	\$69,105	31)	Wyoming	\$51,230
6)	New York	\$68,922	32)	Colorado	\$50,704
7)	Rhode Island	\$67,267	33)	Florida	\$50,432
8)	Oregon	\$67,211	34)	Iowa	\$50,035
9)	District of Columbia	\$66,550	35)	North Carolina	\$49,918
10)	Illinois	\$65,837	36)	Nebraska	\$49,037
11)	Delaware	\$65,380	37)	Kentucky	\$48,921
12)	Maryland	\$65,176	38)	Arizona	\$48,787
13)	Indiana	\$64,929	39)	Tennessee	\$47,964
14)	Pennsylvania	\$64,748	40)	Louisiana	\$47,647
15)	Alaska	\$63,398	41)	New Mexico	\$46,613
16)	Wisconsin	\$61,125	42)	Arkansas	\$46,526
17)	Ohio	\$58,910	43)	Texas	\$46,010
18)	Georgia	\$58,601	44)	Missouri	\$45,864
19)	Minnesota	\$56,871	45)	Kansas	\$45,694
20)	Hawaii	\$56,825	46)	Montana	\$45,622
21)	West Virginia	\$55,451	47)	Alabama	\$44,573
22)	Washington	\$54,804	48)	Oklahoma	\$43,631
23)	Nevada	\$54,542	49)	Mississippi	\$43,470
24)	New Hampshire	\$53,937	50)	North Dakota	\$43,285
25)	Vermont	\$53,565	51)	South Dakota	\$40,423
26)	Virginia	\$53,167			