



Salaries

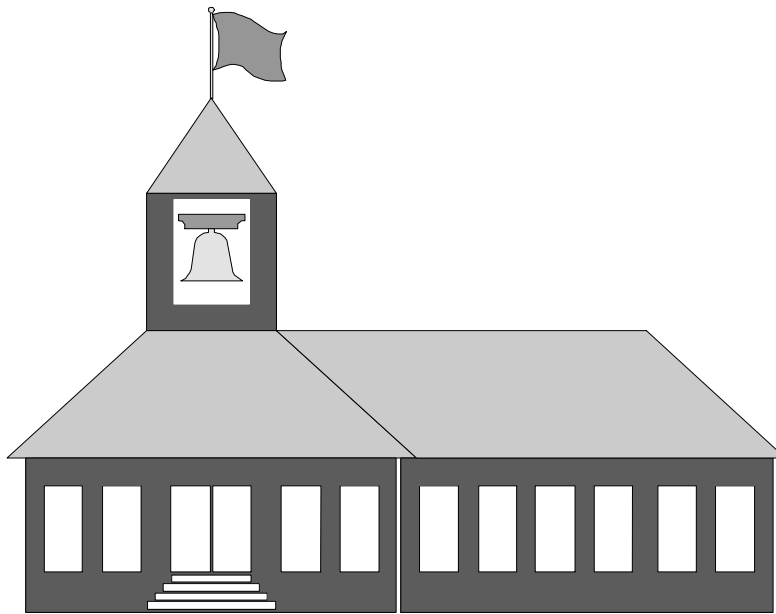
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Executive Summary

In the spring of 2006, the American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs). This survey was designed to provide information about school-based service delivery and to update and expand information gathered during previous Schools and Omnibus Surveys.

The results are presented in a series of reports. This salary report is based on responses from SLPs in special day/residential, preschool, elementary, secondary, and combined schools.

Overall Findings:

- ◆ 91% worked for an annual salary.
- ◆ Median salary for working 9 or 10 months was \$52,000 in elementary schools.
- ◆ Rural salaries tended to be lower than suburban or urban salaries.
- ◆ Median salary for working 9 or 10 months as a clinical service provider was highest in day/residential schools: \$60,000.
- ◆ Salaries for working 11 or 12 months averaged \$57,000.
- ◆ Contract employees who worked 26 or more weekly hours averaged \$40 per hour.
- ◆ 12% received a salary supplement for having their CCCs.

Salaries

- ◆ Salary Basis
- ◆ Excluded Groups
- ◆ Primary Employment Facility
- ◆ Primary Employment Function
- ◆ Years of Experience
- ◆ Region of the Country
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- ◆ Calendar Year Salaries
- ◆ Doctoral Salaries
- ◆ Contract Employees
- ◆ Salary Supplement

Survey Notes and Methodology

- ◆ Response Rate
- ◆ Other Reports

Suggested Citation

Supplemental Sources

Additional Information

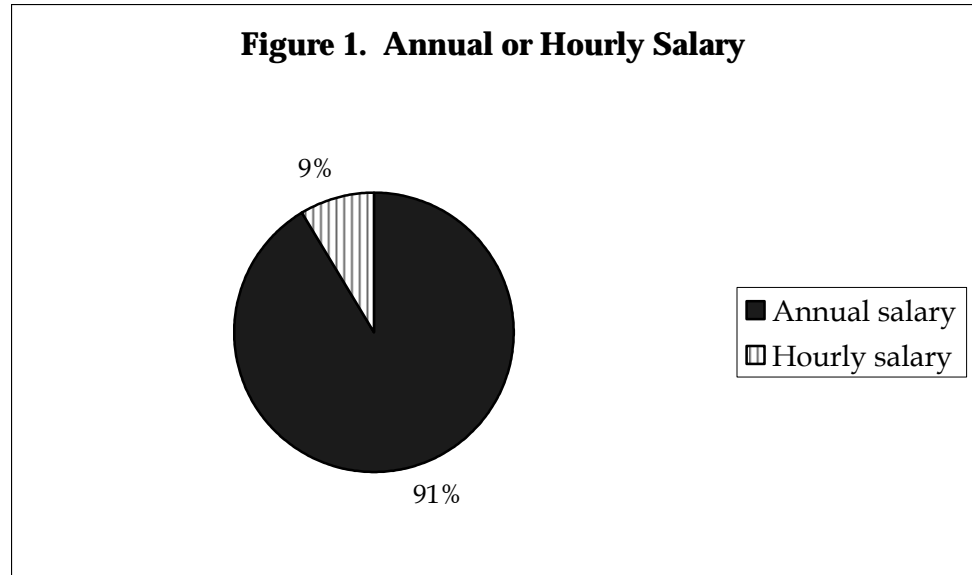
Appendix

- ◆ Regions of the Country
- ◆ Data Tables

Salaries

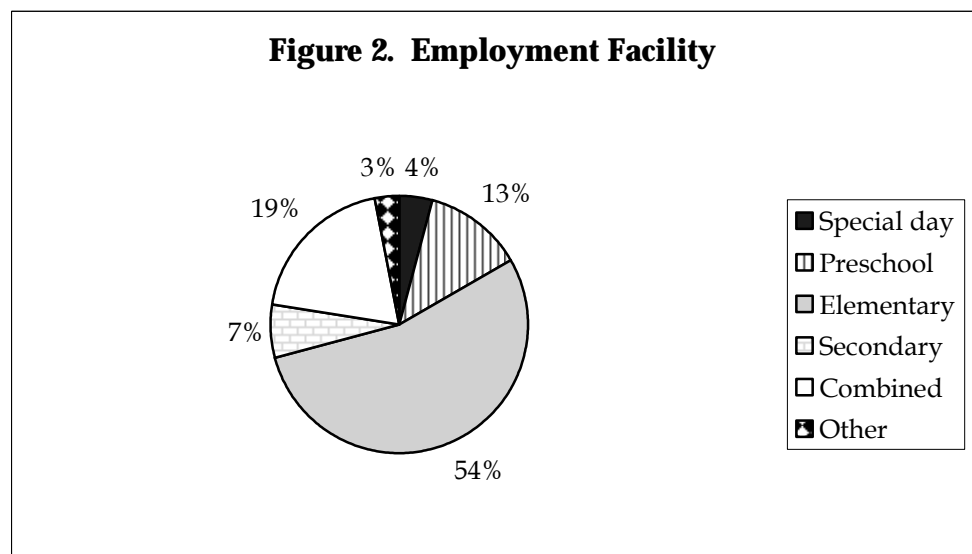
Salary Basis

Of the 2,561 SLPs who responded to the 2006 Schools Survey, 2,221 (91%) reported that they worked for an annual salary and 212 (9%) for an hourly wage (see Figure 1 and Appendix Table 1). Of the latter group, 113 were contract employees.



n = 2,433

Salaries have traditionally been presented in ASHA reports as a function of various demographic characteristics: facilities, years of experience, region of the country, etc. More than half of the respondents worked in an elementary school (see Figure 2 and Appendix Table 2).



n = 2,414

Excluded Groups

The 3% who work in an “other” type of facility have been excluded from the report as a separate group. They are included where “totals” are reported but not as a separate category of facility because of the ambiguous nature of this small group of individuals.

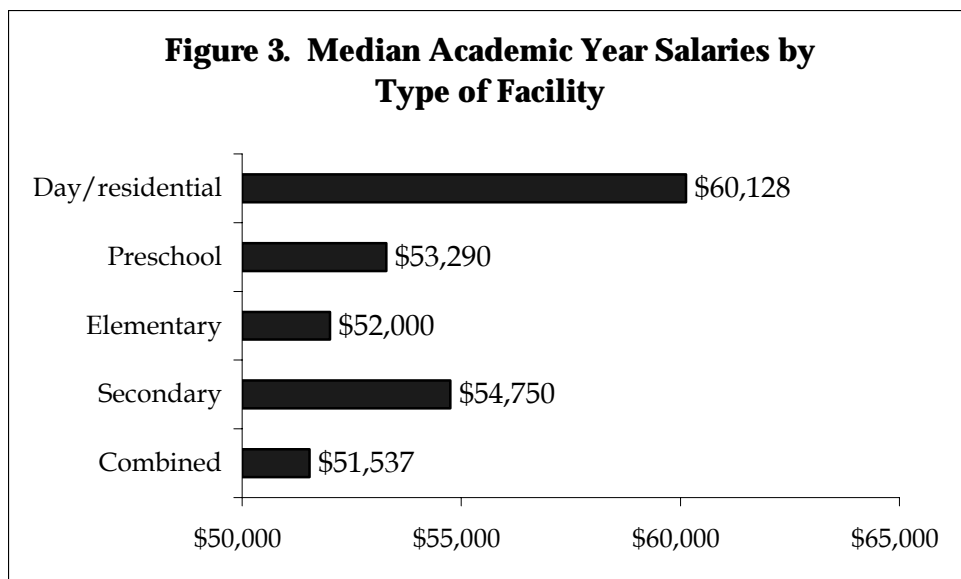
Clinical fellows (CF) are also missing from the report because there were no respondents in that group.

Over 90% of those who worked for an annual salary worked for an academic year (i.e., 9 or 10 months). Because the number of respondents who worked for a calendar year (8%) or who worked for an hourly salary (9%) was small, analyzing those groups according to demographic characteristics would result in cells smaller than 25 individuals, the minimum reportable response size. Therefore, most of the analyses will be limited to SLPs who worked for an academic year and were paid an annual salary.

Median salaries for an academic year (9 or 10 months) ranged from \$51,537 in a combined school setting to \$60,128 in special day/residential schools (see Figure 3 and Appendix Table 3).

Primary Employment Facility

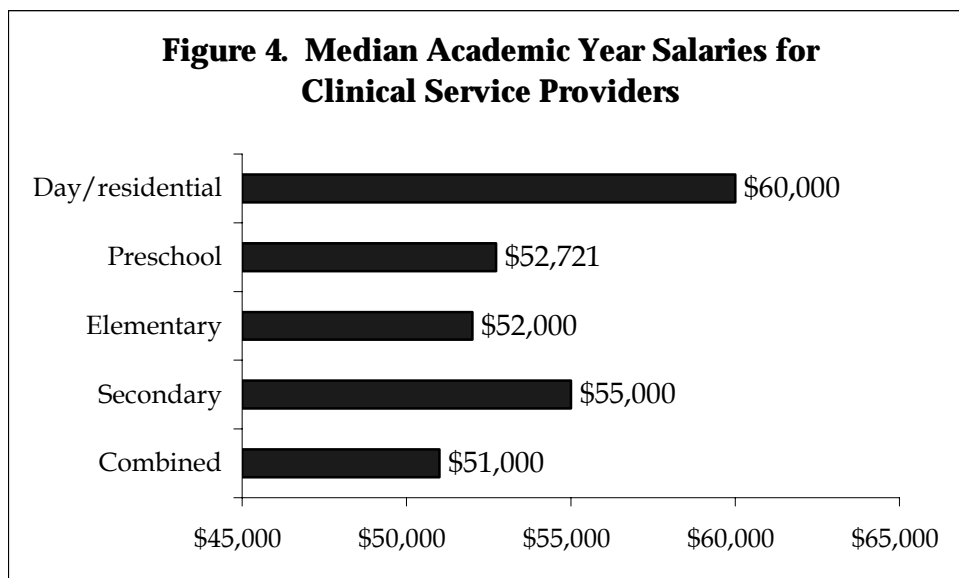
Figure 3. Median Academic Year Salaries by Type of Facility



n = 1,631

Median salaries for a calendar year ranged from \$50,000 (preschool) to \$64,000 (elementary school; see Appendix Table 3).

**Primary
Employment
Function**



n = 1,507

The overwhelming majority (92%) of SLPs who worked full-time for an academic year reported that they were employed as clinical service providers. Their median salaries ranged from \$51,000 in a combined school setting to \$60,000 in special day/residential schools (see Figure 4 and Appendix Table 4).

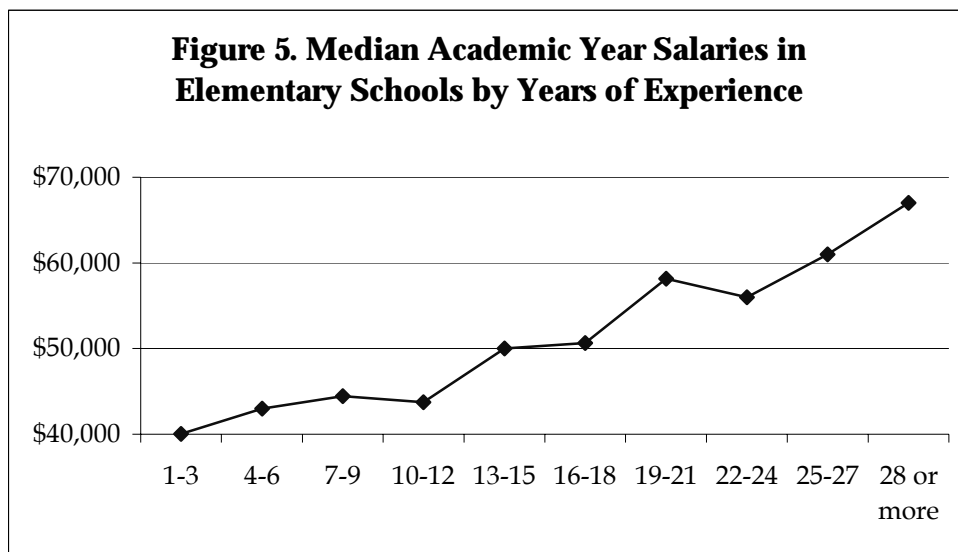
The only other group with sufficient numbers to be reported was special education teachers in elementary schools. Their average salary was \$52,000.

Clinical service providers who worked for a calendar year reported a median salary of \$53,000 (*n* = 103). The median annual salary for administrators/supervisors/directors who worked for a calendar year was \$80,000 (*n* = 29; data do not appear in any table).

**Years of
Experience**

Salaries tend to increase with experience, although not in a straight line. Beginning annual academic year salaries were \$40,040 in elementary schools for individuals with 1 to 3 years of experience, \$42,810 in combined school settings with 4 to 6 years of experience, and \$43,000 in preschools and \$46,402 in secondary schools for SLPs who had worked 4 to 9 years (see Figure 5 and Appendix Table 5).

Highest academic year salaries for each type of facility were \$67,000 in elementary schools and \$61,878 in preschools for SLPs with 28 or more years of experience, \$55,000 in secondary schools for SLPs who had worked at least 25 years, and \$60,000 in combined school settings for SLPs with 22 or more years of experience.

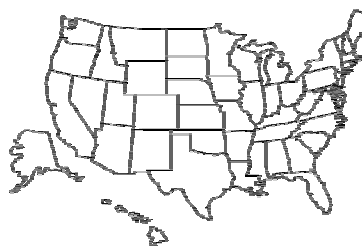


n = 1,675

Region of the Country

For preschools, the geographic region with the highest average academic year salaries was the West (\$52,250); for elementary schools, the Northeast (\$60,000); for secondary schools, the Midwest (\$54,517); and for combined schools, the Northeast (\$59,500).

The range of median annual academic year salaries in the West was small (\$49,572 to \$52,250) with the highest salaries being in preschools. In the South, too, the highest average salary was in preschools (\$49,000). However, in the Northeast, the highest average salary was in elementary schools (\$60,000), and in the Midwest, the highest was in secondary schools (\$54,517) as shown in Appendix Table 6.



***Population
Density***

In the three types of facilities where there were sufficient data to make comparisons across the three levels of population density, SLPs had lower average academic year salaries in rural areas than in other types of locales. Specifically, the median salary in rural preschools was \$49,401; in rural elementary schools, \$46,938; and in rural combined schools, \$46,000.

The highest average academic year salaries in both preschools (\$58,448) and elementary schools (\$55,000) were reported in suburban areas, but the highest salaries in secondary (\$55,048) and combined schools (\$56,156) were in metropolitan/urban areas (see Appendix Table 7).



***Calendar Year
Salaries***

As was pointed out earlier, few of the respondents (8%) to this survey were paid for working a calendar year (that is, for 11 or 12 months). The median average salary for SLPs who worked full-time for a calendar year was \$57,000. There are insufficient numbers to describe differences by demographic characteristics as extensively as was the case for academic year salaries. The following are the exceptions:

- ◆ Salaries for SLPs who worked a calendar year averaged \$56,860 in special day/residential schools, \$50,000 in preschools, \$64,000 in elementary schools, and \$59,202 in combined schools (see Appendix Table 3).
- ◆ Clinical service providers who worked for a calendar year reported a median salary of \$53,000 ($n = 103$). More specifically, calendar year salaries for clinical service providers averaged \$54,908 ($n = 25$) in special day/residential schools, \$46,100 ($n = 29$) in preschools, and \$62,438 ($n = 32$) in elementary schools. (Data do not appear in any table.)

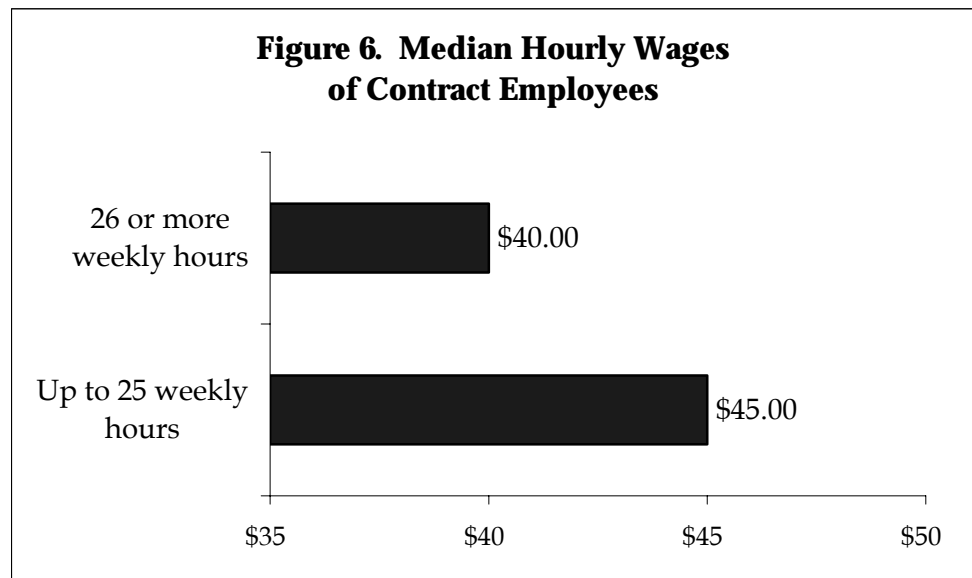
- ◆ The median annual salary for administrators/supervisors/directors who worked for a calendar year was \$80,000 ($n = 29$; data do not appear in any table).
- ◆ Calendar year salaries in metropolitan/urban areas averaged \$64,206 ($n = 57$), declining to \$57,000 ($n = 65$) in suburban areas and \$52,955 in rural areas ($n = 35$; data do not appear in any table).

Doctoral Salaries

Only 44 respondents reported that they held a doctoral degree, and only 12 held a doctorate in the professions. The median annual salary for doctoral holders, combining academic year ($n = 21$) and calendar year ($n = 13$) employees, was \$69,420. (Data do not appear in any table.)

Contract Employees

SLPs who worked as contract employees constituted another small group that cannot be grouped by demographic characteristics. They were divided by the number of weekly hours they worked: 70 worked up to 25 hours a week, and 39 worked 26 or more hours. The average hourly wage for the group working up to 25 hours a week was 13% higher than the wage for the group working more hours.



$n = 109$

- ◆ Hourly salaries for contract employees who worked as clinical service providers averaged \$44.54 ($n = 102$). (Data do not appear in any table.)
- ◆ Median hourly salaries for contract employees were \$43.22 in metropolitan/urban areas ($n = 29$), \$40.00 in suburban areas ($n = 45$), and \$49.03 in rural areas ($n = 34$). (Data do not appear in any table.)



***Salary
Supplement***

One question on the 2006 Schools Survey asked about salary supplements (see Appendix Table 8).

- ◆ Nearly 12% of the SLPs who worked full or part-time said that they received a salary supplement for having their ASHA Certificate of Clinical Competence (CCC).
- ◆ Fewer than 1% of the SLPs received a supplement for being a bilingual service provider.
- ◆ Nearly 17% received a supplement for some other, unspecified reason. This response was chosen most frequently in secondary schools (22%) and least often in special day/residential schools (8%).
- ◆ Two thirds (68%) reported that they did not receive a supplement. This response was chosen most frequently in preschools (77%) and least often in secondary schools (64%).

Survey Notes and Method- ology

The 20-year-old ASHA Omnibus Survey has been retired, replaced by surveys specific to work settings and/or professions in order to better meet affiliates' needs. This 2006 Schools Survey is one of the replacements and melds topics from both the Omnibus Surveys and previous Schools Surveys.

Response Rate

The survey was mailed in February 2006 to a random sample of 4,140 ASHA-certified SLPs who were employed in school settings in the United States. Second and third mailings followed, at approximately 3- or 4-week intervals, to individuals who had not responded to earlier mailings.

Of the original 4,140 SLPs in the sample, 66 were no longer employed in the field, 70 were retired, and 57 were ineligible for other reasons, leaving 3,947 possible respondents. The actual number of respondents was 2,561, resulting in a 64.9% response rate. The results presented in this report are based on responses from those 2,561 individuals.

Other Reports

Results from the 2006 Schools Survey are reported in a series of reports:

- Caseload Characteristics
- Current Issues
- Salaries
- Workforce
- Frequency Report
- Survey Methodology, Respondent Demographics, and Glossary

Suggested Citation

American Speech-Language-Hearing Association. (2006). *2006 Schools Survey report: Salaries*. Rockville, MD: Author.

Supplemental Sources

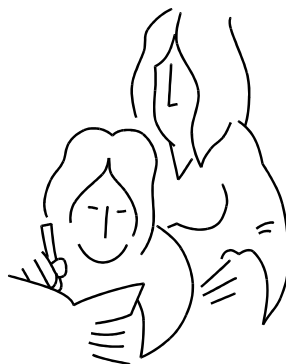
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American Speech-Language-Hearing Association. (2003). *Implementation guide: A workload analysis approach for establishing speech-language caseload standards in the schools*. Rockville, MD: Author.



Additional Information

For additional information regarding the 2006 School Survey, please contact Kathleen Whitmire, Director of ASHA's School Services, at 301-897-5700, ext. 4137 kwhitmire@asha.org. To learn more about how the Association is working on behalf of school-based ASHA-certified members, visit ASHA's Web site at <http://www.asha.org/members/slp/schools>

Appendix

Regions of the Country

Northeast

- ◆ Middle Atlantic
 - New Jersey
 - New York
 - Pennsylvania
- ◆ New England
 - Connecticut
 - Maine
 - Massachusetts
 - New Hampshire
 - Rhode Island
 - Vermont

South

- ◆ East South Central
 - Alabama
 - Kentucky
 - Mississippi
 - Tennessee
- ◆ South Atlantic
 - Delaware
 - District of Columbia
 - Florida
 - Georgia
 - Maryland
 - North Carolina
 - South Carolina
 - Virginia
 - West Virginia
- ◆ West South Central
 - Arkansas
 - Louisiana
 - Oklahoma
 - Texas

Midwest

- ◆ East North Central
 - Illinois
 - Indiana
 - Michigan
 - Ohio
 - Wisconsin
- ◆ West North Central
 - Iowa
 - Kansas
 - Minnesota
 - Missouri
 - Nebraska
 - North Dakota
 - South Dakota

West

- ◆ Mountain
 - Arizona
 - Colorado
 - Idaho
 - Montana
 - Nevada
 - New Mexico
 - Utah
 - Wyoming
- ◆ Pacific
 - Alaska
 - California
 - Hawaii
 - Oregon
 - Washington

Table 1: Salary Basis

Q. 9 In your <u>primary job</u> , are you paid on an annual or an hourly basis? Analyses limited to respondents who met the following criterion: ❖ CCC-SLP		
Response	Frequency	Valid Percentage
Annual salary	2,221	91.3
Hourly rate	212	8.7
Total	2,433	

Table 2: Facility

Q. 7 Primary Employment <i>Facility</i> . Circle the <u>number</u> of the <u>one</u> primary facility that best describes the one in which you worked <u>most</u> of the time on your typical day. (For individuals engaged in private practice , indicate the type of facility in which you deliver most of your services.) (Percentages) Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Employed full-time or part-time	
Response	(n = 2,414)
Special day/residential school	4.2
Pre-elementary (preschool)	12.5
Elementary school	54.1
Secondary school	6.6
Combined school settings (several schools) [NB: includes several grade levels]	19.4
Other	3.1

Table 3: Median Annual Salaries by Salary Basis and Facility

Q. 10 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.) (Median gross annual salary, February 2006.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

Annual Salary	Total	Day/ Residential	Preschool	Elementary	Secondary	Combined
Work 9-10 months (academic year)						
	(n = 1,669)	(n = 36)	(n = 162)	(n = 977)	(n = 115)	(n = 341)
Median	\$52,131	\$60,128	\$53,290	\$52,000	\$54,750	\$51,537
Work 11-12 months (calendar year)						
	(n = 158)	(n = 30)	(n = 33)	(n = 37)	(n = 0)	(n = 36)
Median	\$57,000	\$56,860	\$50,000	\$64,000	n < 25	\$59,202

Table 4: Median Annual Academic Year Salaries by Function

Q. 10 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.) (Median gross annual salary, February 2006.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

Function	Day/ Residential		Preschool		Elementary		Secondary		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Clinical service provider	32	\$60,000	147	\$52,721	924	\$52,000	103	\$55,000	301	\$51,000
Special education teacher	3	<i>n</i> < 25	5	<i>n</i> < 25	46	\$52,000	10	<i>n</i> < 25	8	<i>n</i> < 25
College/university faculty member	0		0		0	0				
Consultant	0		0		0	0				
Administrator/supervisor/director	1		6		2	1				
Other	0		3		4	0				

Table 5: Median Annual Academic Year Salaries by Years of Experience

Q. 10 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that (February 2006) date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

Years of Experience	Day/Residential		Preschool		Elementary		Secondary		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
1-3 years	1	<i>n</i> < 25	8	<i>n</i> < 25	62	\$40,040	1	<i>n</i> < 25	15	<i>n</i> < 25
4-6 years	1		35	\$43,000	138	\$43,000	33	\$46,402	38	\$42,810
7-9 years	4				92	\$44,452			41	\$42,000
10-12 years	4		42	\$54,432	112	\$43,751	34	\$52,810	38	\$47,401
13-15 years	1				66	\$50,000			29	\$49,474
16-18 years	4				73	\$50,635			31	\$54,657
19-21 years	8		30	\$60,000	105	\$58,157	8	<i>n</i> < 25	26	\$57,000
22-24 years	3				68	\$56,000	8	<i>n</i> < 25	32	\$60,000
25-27 years	7		17	<i>n</i> < 25	94	\$61,000	31	\$55,000	39	\$60,000
28 or more years	3		30	\$61,878	167	\$67,000			53	\$60,000

Table 6: Median Annual Academic Year Salaries by Region of the Country

Q. 10 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that (February 2006) date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

Region	Day/ Residential		Preschool		Elementary		Secondary		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Northeast	12	<i>n</i> < 25	33	\$52,000	156	\$60,000	17	<i>n</i> < 25	56	\$59,500
Middle Atlantic	9		9	<i>n</i> < 25	71	\$65,400	8		29	\$60,000
New England	3		24		85	\$58,000	9		27	\$56,000
Midwest	5		61	\$50,000	240	\$50,000	26	\$54,517	106	\$49,620
E. N. Central	2		31	\$59,000	116	\$52,350	10	<i>n</i> < 25	53	\$54,616
W. N. Central	3		30	\$45,000	124	\$48,000	16		53	\$42,400
South	13		35	\$49,000	368	\$44,604	33	\$46,728	104	\$43,000
E. S. Central	5		10	<i>n</i> < 25	82	\$42,750	3	<i>n</i> < 25	29	\$43,243
S. Atlantic	8		20		213	\$47,000	15		47	\$45,000
W. S. Central	0		5		73	\$41,600	15		28	\$42,500
West	3		48	\$52,250	202	\$51,073	27	\$52,000	75	\$49,572
Mountain	1		28	\$46,600	116	\$49,215	17	<i>n</i> < 25	41	\$49,000
Pacific	2		20	<i>n</i> < 25	86	\$57,000	10		34	\$53,000

Table 7: Median Annual Academic Year Salaries by Population Density

Q. 10 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

Population Density	Day/ Residential		Preschool		Elementary		Secondary		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Metropolitan/urban	8	<i>n</i> < 25	45	\$53,952	241	\$52,000	36	\$55,048	113	\$56,156
Suburban	24		75	\$58,448	509	\$55,000	68	\$54,755	123	\$55,000
Rural	4		40	\$49,401	216	\$46,938	11	<i>n</i> < 25	103	\$46,000

Table 8: Salary Supplements

Q 14 Do you receive a salary supplement? <i>Circle all that apply.</i> (Percents) Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Employed full-time or part-time						
Response	Total	Day/ Residential	Preschool	Elementary	Secondary	Combined
	(n = 2,426)	(n = 102)	(n = 303)	(n = 1,306)	(n ≥ 159)	(n ≥ 467)
Yes, for having my ASHA Certificate of Clinical Competence (CCC)	11.9	8.8	9.2	12.6	15.1	12.0
Statistical significance		$X^2 = 5.1, df = 4, p = .280$				
Yes, for being a bilingual service provider	0.7	2.9	0.7	0.6	0.0	1.1
Statistical significance		Too many cells (40%) have expected count less than 5.				
Yes, other	16.9	7.8	13.5	17.2	22.0	18.4
Statistical significance		$X^2 = 12.2, df = 4, p = .016, \text{Cramer's } V = .072$				
No	67.7	75.5	76.6	66.1	63.8	66.0
Statistical significance		$X^2 = 17.0, df = 4, p = .002, \text{Cramer's } V = .085$				