

SLP Annual Salaries and Hourly Wages

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ASHA 2022 Schools Survey: Annual Salaries and Hourly Wages Report

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Executive Summary

In Spring 2022, the American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs) and educational audiologists in school settings. The survey was designed to provide information about school-based service delivery and to update and expand information gathered during previous *Schools Surveys*.

The results are presented in a series of reports. This salary and wage report is based on responses from SLPs in special day/residential schools, preschools, elementary schools, secondary schools, administrative offices, and a combination of types of facilities.

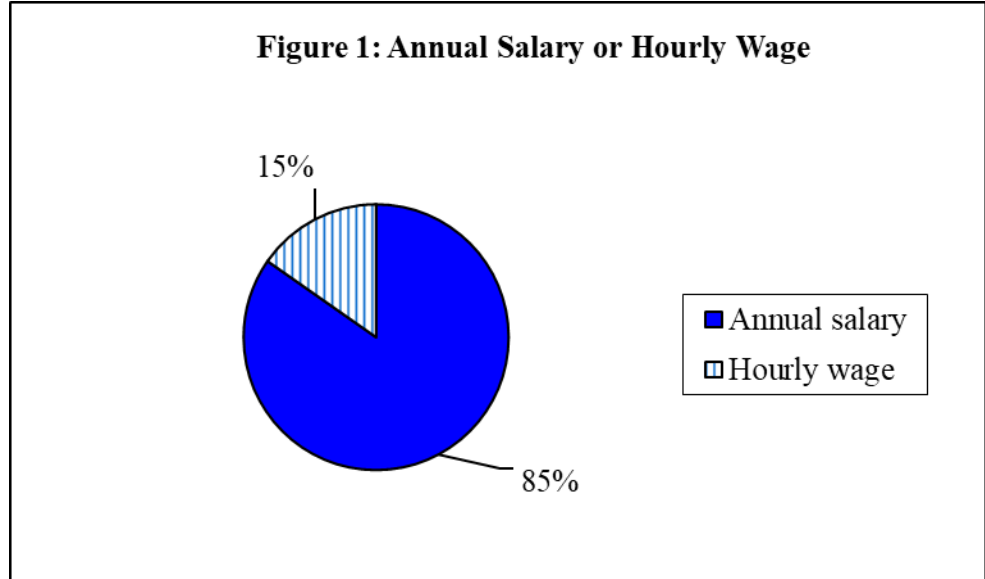
Overall Findings

- 85% worked for an annual salary.
- 59% worked in elementary schools.
- The median full-time salary for working 9 or 10 months was \$69,000.
- Median academic-year salaries for clinical service providers ranged from \$64,000 in special day/residential schools to \$75,000 in secondary schools.
- Salaries increased with years of experience in the profession and years of experience in the schools.
- Salaries in cities/urban areas and suburban areas tended to be higher than those in rural areas.
- Median academic-year salaries were highest in the Pacific states (\$91,986).
- California reported the highest median academic-year salary (\$99,437); Louisiana reported the lowest (\$51,000).
- The median salary for working 11 or 12 months was \$80,000.
- The median hourly wage was \$51.00, and the median number of hours worked weekly was 30.0.
- The median full-time hourly wage for contract employees was \$50.00.
- 25% received a salary supplement for having their CCCs.

Salaries

Salary Basis

Based on the 2,955 SLPs who disclosed their salary basis, we estimate that 85% of school-based SLPs receive an annual salary and 15% receive an hourly wage (see Figure 1 and Appendix Table B1). Of the latter group, 317 were contract employees.



Note. $n = 2,955$.

Excluded Groups

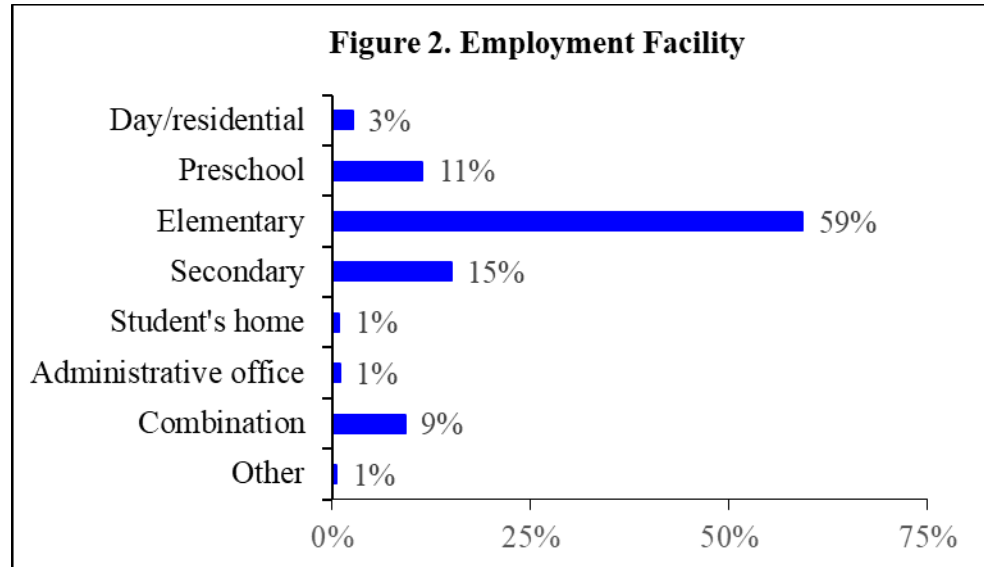
Ninety-two percent of SLPs who were employed full time and received an annual salary worked for an academic year (i.e., 9 or 10 months). Because the numbers of respondents who worked for a calendar year or who worked for an hourly wage were relatively small, analyzing those groups according to demographic characteristics would result in subsets of data with fewer than 25 individuals—the minimum reportable response size. Therefore, most of the analyses in this report are limited to SLPs who worked for an academic year and were paid an annual salary.

Several groups are included where totals are reported, even though data are not presented for them in a separate category because fewer than 25 of them provided the necessary information. This is the case for the 18 SLPs who worked in an *other* type of facility, for the 26 SLPs who worked in a student’s home, and for the 43 who held a doctoral degree. Although some of these groups are larger than 25, their results are not presented as separate groups when fewer than 25 of them answered a question.

Clinical Fellows are excluded from the report because the respondents were sampled from ASHA-certified SLPs, and Clinical Fellows are not yet certified.

Primary Employment Facility

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



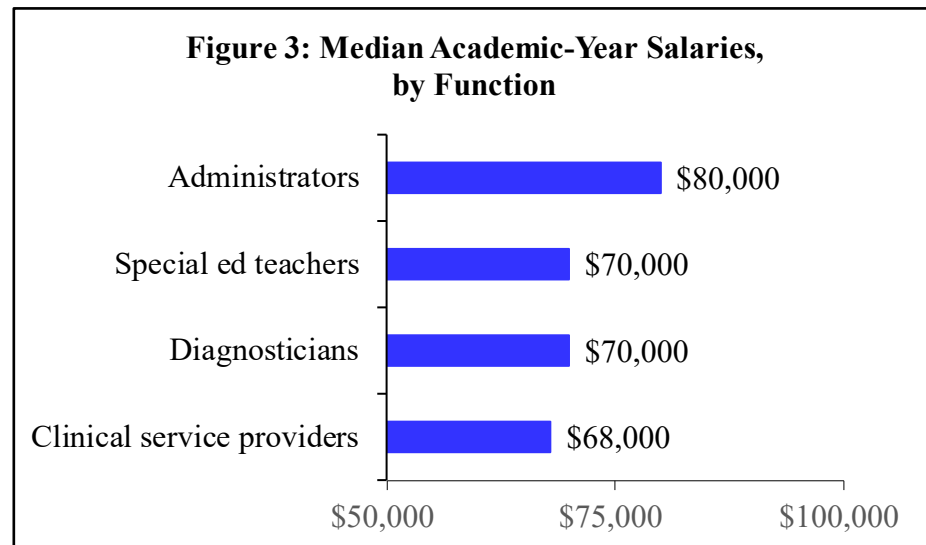
Note. n = 2,939.

Academic-Year Salaries

The overall academic-year median salary (i.e., middle or 50th percentile) for SLPs who were employed full time was \$69,000, and the average (mean) was \$72,623. Mean and median salaries were highest in secondary schools and lowest in special day/residential schools ($p = .000$; see Appendix Table B2).

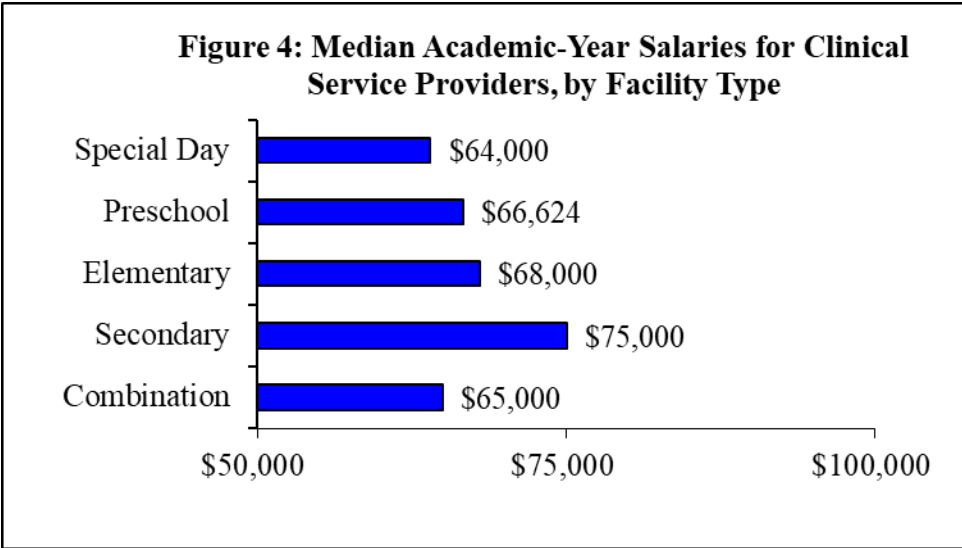
Primary Employment Function

The overwhelming majority (93%) of SLPs who worked full time for an academic year reported that they were employed as clinical service providers. Their median salaries were \$68,000 (see Figure 3.)



Note. n = 1,997.

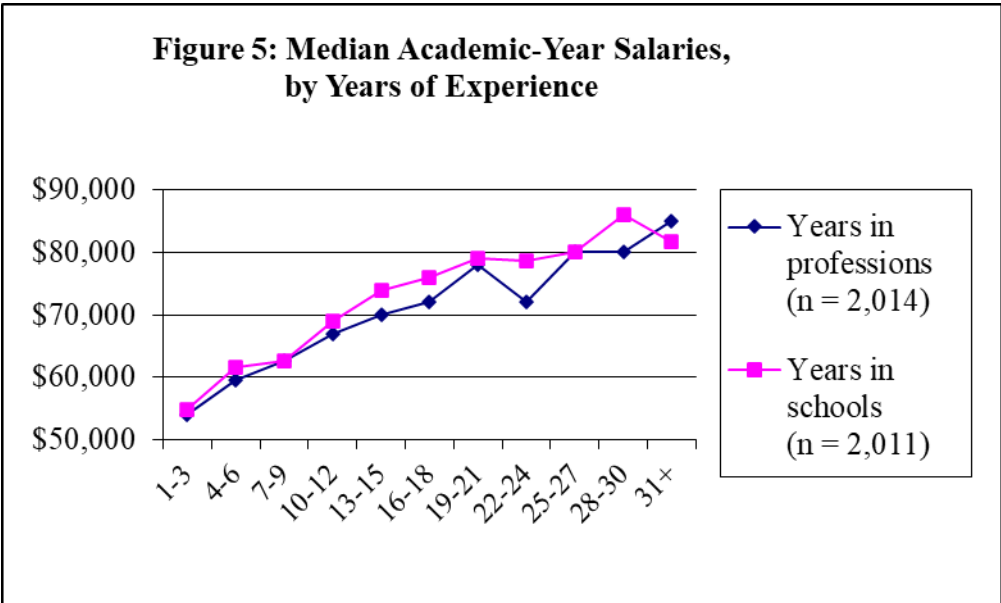
Median full-time academic-year salaries for clinical service providers were lowest in special day/residential schools and highest in secondary schools (see Figure 4).



Note. n = 1,856.

Years of Experience

Figure 5 shows academic-year full-time salaries by (a) years of experience in the profession and (b) years of experience in the schools, regardless of the type of school facility or function. Salaries increase with experience but not in a straight line.

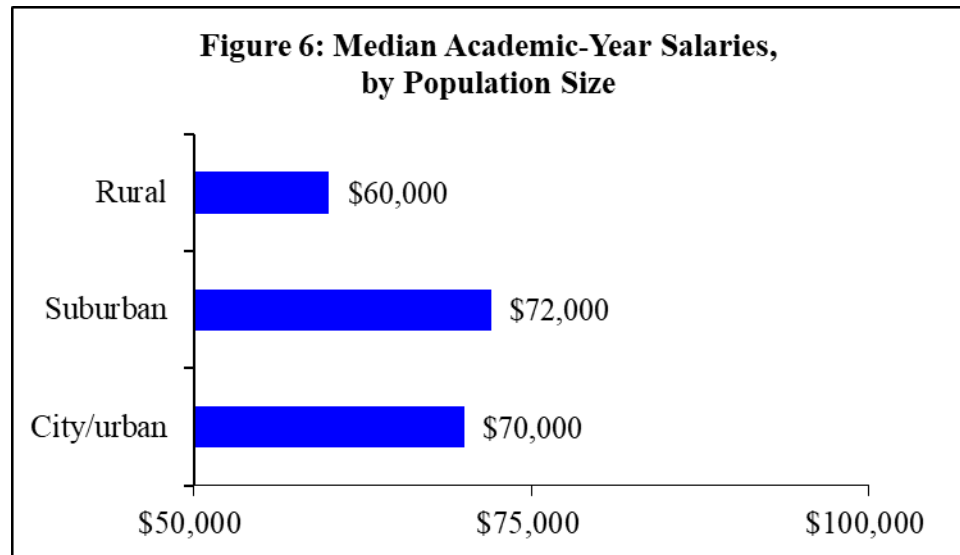


Highest Degree

Median academic-year salaries for SLPs who were employed full time and had earned a master’s degree were \$68,761 ($n = 2,015$). An insufficient number of doctoral holders reported salaries for their results to be reported ($n = 24$).

Population Size

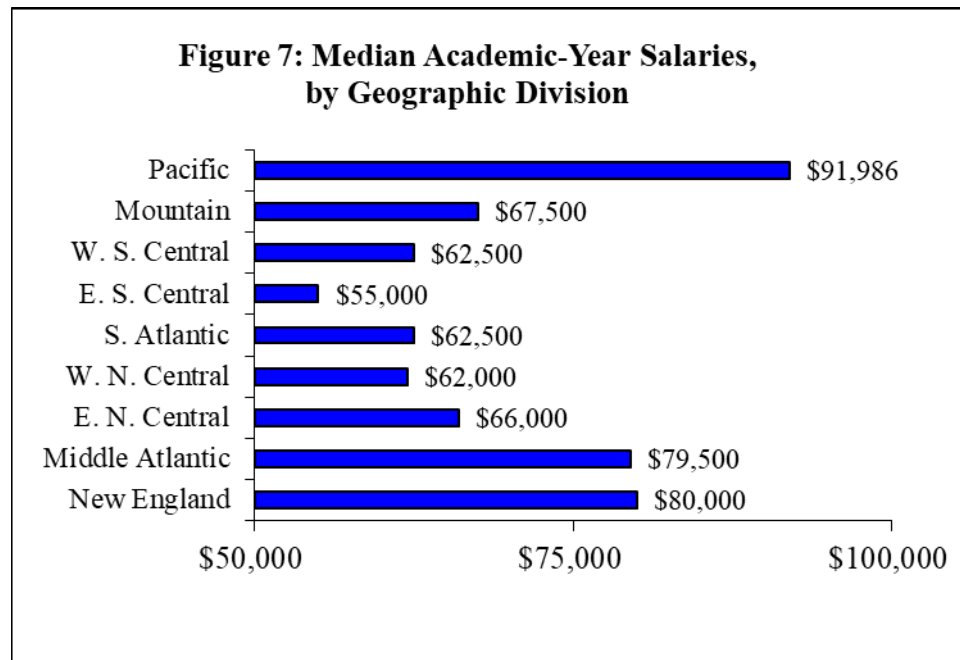
Median academic-year salaries were higher for SLPs who were employed full time and worked in the suburbs than for those who worked in cities/urban areas or rural areas (see Figure 6).



Note. $n = 2,002$.

Geographic Area

Full-time SLPs in the Pacific states had the highest median annual salaries, and those in the East South Central states had the lowest (see Figure 7 and Appendix A for a list of states in each of the nine divisions).



Note. $n = 2,045$.

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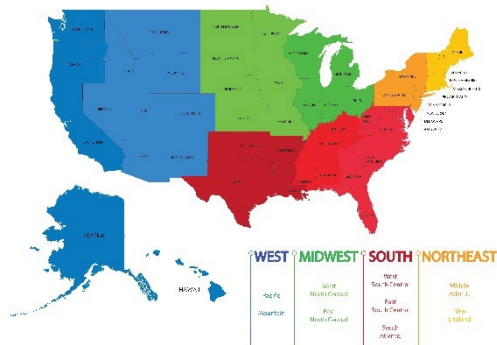
State

Approximately 59% ($n = 30$) of the states had sufficient numbers of respondents to allow reporting of median academic-year salaries. Of that group, the highest median salary was in California, and the lowest was in Louisiana (see Table 1).

Table 1: Median Academic-Year Salaries, by State

State	Salary	State	Salary
Arizona	\$70,000	Minnesota	\$71,690
Arkansas	\$61,000	Missouri	\$58,890
California	\$99,437	New Jersey	\$80,000
Colorado	\$70,000	New York	\$85,000
Connecticut	\$84,000	North Carolina	\$58,000
Florida	\$59,996	Ohio	\$62,293
Georgia	\$67,000	Oklahoma	\$55,000
Illinois	\$75,000	Oregon	\$70,000
Indiana	\$60,000	Pennsylvania	\$67,000
Kansas	\$57,062	South Carolina	\$62,408
Kentucky	\$58,000	Tennessee	\$54,000
Louisiana	\$51,000	Texas	\$66,599
Maryland	\$81,500	Virginia	\$62,000
Massachusetts	\$84,500	Washington	\$84,281
Michigan	\$75,000	Wisconsin	\$61,089

Note. $n = 1,818$.



Calendar-Year Salaries

Only 8% of the respondents to this survey who received an annual wage were paid for working a calendar year (i.e., 11 or 12 months). Their median salary was \$80,000, and their mean salary was \$83,574 (see Appendix Table B2). There are insufficient numbers of respondents to describe differences by demographic characteristics as extensively as was the case for SLPs who received academic-year salaries. The following are the exceptions for median calendar-year salaries:

- Facility
 - ◆ \$76,000 in special day/residential schools ($n = 25$)
 - ◆ \$74,816 in preschools ($n = 35$)
 - ◆ \$86,000 in elementary schools ($n = 54$)
 - ◆ \$79,000 in a combination from the list of facilities ($n = 30$; see Appendix Table B2)
- Function
 - ◆ \$73,000 for clinical service providers ($n = 118$)
 - ◆ \$100,000 for administrators/supervisors/directors ($n = 34$).
- Function \times Facility
 - ◆ \$82,000 for clinical service providers in elementary schools ($n = 44$)
- Population size
 - ◆ \$89,000 in city/urban areas ($n = 69$)
 - ◆ \$82,200 in suburban areas ($n = 78$)
 - ◆ \$64,500 in rural areas ($n = 28$)
- Geographic area
 - ◆ \$77,000 in the Northeast ($n = 68$)
 - ◆ \$72,000 in the South ($n = 46$)
 - ◆ \$98,000 in the West ($n = 50$)
- State
 - ◆ \$99,500 in California ($n = 39$)
 - ◆ \$88,760 in New York ($n = 32$)

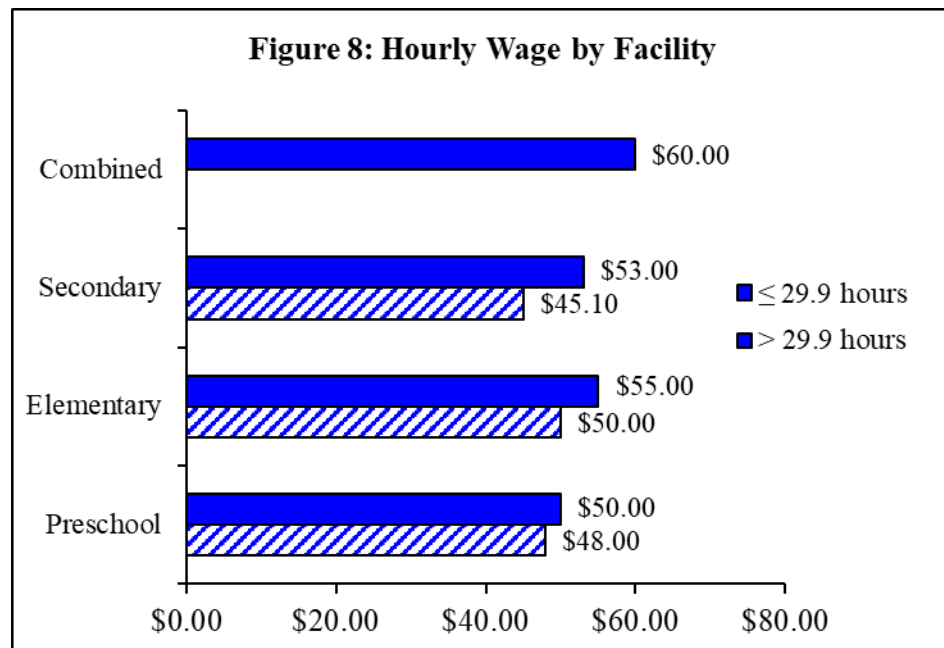


Hourly Wages

Of the SLPs who completed the survey, 15% received an hourly wage (see Appendix Table B1). Their median hourly wage was \$51.00, and the median number of weekly hours worked was 30.0 (none of the data in the bullets below are reported in any tables).

Facility

- The median hourly wage was \$55.00 ($n = 211$) for SLPs who worked up through 29.9 hours a week and \$50.00 ($n = 223$) for those working more hours.
- The median hourly wage was \$51.00 in elementary schools ($n = 228$), \$50.00 in preschools ($n = 64$), \$48.40 in secondary schools ($n = 59$), and \$55.00 in a combination of facilities ($n = 53$). Figure 8 presents data for facilities by the number of hours worked.



Note. $n = 382$.

Clinical Service Providers

- Clinical service providers reported a median hourly wage of \$50.81 ($n = 382$). When they were divided into two groups, those who worked up through 29.9 hours per week received an hourly wage of \$56.00 ($n = 182$). Those working more than 29.9 hours per week earned \$48.00 ($n = 201$).

Geographic Area

- SLPs reported a median hourly wage of \$60.00 ($n = 95$) in the Northeast, \$45.00 ($n = 70$) in the Midwest, \$50.00 ($n = 189$) in the South, and \$55.00 ($n = 81$) in the West.
 - ◆ SLPs in the Northeast who worked up through 29.9 hours per week received an hourly wage of \$60.00 ($n = 51$). Those working more hours received an hourly wage of the same amount (\$60.00, $n = 44$).
 - ◆ SLPs in the Midwest who worked up through 29.9 hours per week received an hourly wage of \$50.00 ($n = 38$). Those working more hours received an hourly wage of \$41.00 ($n = 32$).
 - ◆ SLPs in the South who worked up through 29.9 hours per week received an hourly wage of \$53.00 ($n = 83$). Those working more hours received an hourly wage of \$47.50 ($n = 105$).
 - ◆ SLPs in the West who worked up through 29.9 hours per week received an hourly wage of \$59.00 ($n = 39$). Those working more hours received an hourly wage of \$51.00 ($n = 42$).



Population Size

- SLPs reported a median hourly wage of \$50.00 ($n = 135$) in cities/urban areas, \$50.00 ($n = 185$) in suburban areas, and \$55.00 ($n = 98$) in rural areas.
 - ◆ SLPs in cities/urban areas who worked up through 29.9 hours per week received an hourly wage of \$50.85 ($n = 49$). Those working more hours received an hourly wage of \$47.00 ($n = 86$).
 - ◆ SLPs in suburban areas who worked up through 29.9 hours per week received an hourly wage of \$53.00 ($n = 102$). Those working more hours received an hourly wage of \$50.00 ($n = 83$).
 - ◆ SLPs in rural areas who worked up through 29.9 hours per week received an hourly wage of \$60.00 ($n = 50$). Those working more hours received an hourly wage of \$52.00 ($n = 48$).

Highest Degree

- SLPs with a master's degree reported a median hourly wage of \$51.00 ($n = 423$). Too few SLPs with a doctorate reported an hourly wage ($n = 10$).
 - ◆ SLPs with a master's degree received an hourly wage of \$55.00 when working up through 29.9 hours per week ($n = 205$) and \$50.00 when working more hours ($n = 218$).

Contract Employees

Of the SLPs who completed the survey, 12% were contract employees; and of that number, 36 received an annual wage. Their median salary was \$67,500, and the mean salary was \$67,233. Because the number of contractors receiving an annual wage is so small, no additional reporting was calculated for this group.

Hourly Wages

Of the contract employees, 90% ($n = 318$), received an hourly wage. The median hourly wage for contracted SLPs was \$50.00 for those who were employed full time ($n = 154$) and \$53.00 for those who worked part time ($n = 156$; data for the bullets below do not appear in any table).

Facility

- The median hourly wage for contracted employees was \$50.00 in preschools ($n = 44$) and elementary schools ($n = 177$), \$48.40 in secondary schools ($n = 44$), and \$57.00 in a combination of facilities ($n = 29$).
 - ♦ Contractors employed in elementary schools full time received \$50.00 as their median hourly wage ($n = 90$), whereas those who worked part time received \$53.00 ($n = 86$).
 - ♦ Contractors employed in secondary schools full time received \$45.10 as their median hourly wage ($n = 25$).

Clinical Service Providers

- Clinical service providers who were contract employees received a median hourly wage of \$50.00 ($n = 274$).
 - ♦ Contracted clinical service providers who were employed full time received a median hourly wage of \$48.00 ($n = 136$). Those employed part time received a median hourly wage of \$53.00 ($n = 137$).

Population Size

- Contracted SLPs reported a median hourly wage of \$50.00 in both cities/urban areas ($n = 103$) and suburban areas ($n = 118$) and \$60.00 in rural areas ($n = 77$).
 - ♦ Median hourly wages for contracted SLPs who were employed in cities/urban areas were \$50.00 for full-time employment ($n = 63$) and \$52.00 for part time ($n = 39$).
 - ♦ Median hourly wages for contracted SLPs who were employed in suburban areas were \$48.40 for full-time employment ($n = 55$) and \$50.00 for part time ($n = 63$).
 - ♦ Median hourly wages for contracted SLPs who were employed in rural areas were \$51.00 for full-time employment ($n = 32$) and \$60.00 for part time ($n = 45$).

Geographic Area

- The highest median hourly wage for contractors was in the Northeast (\$64.00; $n = 54$). Contractors earned \$45.00 ($n = 51$) in the Midwest, \$50.00 ($n = 145$) in the South, and \$51.00 ($n = 61$) in the West.
 - ♦ Median hourly wages for contracted SLPs who were employed in the South were \$47.00 for full-time employment ($n = 82$) and \$50.00 for part time ($n = 63$).
 - ♦ Median hourly wages for contracted SLPs who were employed in the West were \$51.00 for full-time employment ($n = 32$) and \$55.00 for part time ($n = 28$).

Salary Supplement

SLPs were asked whether they received a salary supplement, stipend, bonus, or other type of salary upgrade and, if they did, to select the reasons from a list of five options (not shown in any table).

CCCs

- More SLPs received a supplement for having their ASHA Certificate of Clinical Competence (CCC) than for any of the other four reasons listed on the survey (25%).
 - ♦ The type of facility where SLPs were employed did not have an effect on their choice of this response ($p = .060$).
 - ♦ Function did have an effect ($p = .018$). Twenty-five percent of clinical service providers, 27% of administrators/supervisors/directors, and 37% of diagnosticians selected this option.

Supervision

- Supervision was the second most common reason for receiving a supplement (10%). Both facility and function had an effect on this response.
 - ♦ Twenty-three percent of SLPs in administrative offices, 14% in combined settings, 11% in preschools, 10% in elementary schools, 8% in secondary schools, and 4% in special day/residential schools selected this option ($p = .004$).
 - ♦ Twenty-three percent of SLPs who were administrators/supervisors/directors, 19% who were diagnosticians, and 9% who were clinical service providers selected this option ($p = .000$).

Medicaid Billing

- The third most common reason was Medicaid billing (8%).
 - ♦ Fourteen percent of SLPs in administrative offices, 10% in secondary schools, 8% in elementary schools, 5% in preschools and in combined settings, and 1% in special day/residential schools selected the option ($p = .007$).

Multilingual Skills

- The fourth most common reason was multilingual skills/experience (3%). Neither type of facility where they worked nor their function had a significant effect on whether they selected this response.

Specialization

- The least frequently selected reason for receiving a salary supplement, stipend, or bonus was certified specialization areas (e.g., reading/literacy, autism; 2%). Neither type of facility where they worked nor their function had a significant effect on whether they selected this response.

Survey Notes and Methodology

Since 2004, ASHA has fielded the *Schools Survey* in even-numbered years to gather information of interest to the professions. Members, volunteer leaders, and staff rely on data from the *Schools Survey* to better understand the priorities and needs of SLPs and educational audiologists.

The survey was fielded on February 15, 2022, to a random sample of 8,000 ASHA-certified SLPs and to all 649 ASHA-certified audiologists who were employed in school settings in the United States. Everyone received an electronic “be-on-the-lookout-for” message on February 15. Second and third postal mailings followed on March 28 and April 21 to individuals who had not responded.

The sample of SLPs was a random sample, stratified by state. Small groups, such as constituents in Wyoming, were oversampled. Weighting was used when presenting data to reflect the actual distribution of SLPs in each state based on ASHA’s membership database.

Response Rate

Of the original 8,000 SLPs, 20 were retired, 21 were employed in other types of facilities, 114 were not employed in the field, and 39 had incorrect addresses, leaving 7,806 possible respondents. The actual number of respondents was 2,961, resulting in a **37.9%** response rate. The results presented in this report are based on responses from those 2,961 individuals.

Reports

Results from the *2022 Schools Survey* are presented in a series of reports for SLPs:

- *Survey Summary Report: Numbers and Types of Responses, SLPs*
- *SLP Annual Salaries and Hourly Wages*
- *SLP Caseload and Workload Characteristics*
- *SLP Workforce and Work Conditions*
- *Survey Methodology, Respondent Demographics, and Glossary, SLPs*

Results from the educational audiologists are presented in a separate report: *Survey Summary Report: Numbers and Types of Responses, Educational Audiologists*.

Suggested Citation

American Speech-Language-Hearing Association. (2022). *2022 Schools Survey report: SLP annual salaries and hourly wages*. www.asha.org/Research/memberdata/Schools-Survey/

Supplemental Resources

American Speech-Language-Hearing Association. (n.d.-a). *Advocacy resource guide for the salary supplement initiative*. www.asha.org/Advocacy/state/issues/Advocacy-Resource-Guide-for-the-Salary-Supplement-Initiative/

American Speech-Language-Hearing Association. (n.d.-b). *Advocating for higher salaries and extra benefits from your local school district*. www.asha.org/Advocacy/state/advocacy-schools/

American Speech-Language-Hearing Association. (n.d.-c). *Budget cuts: Maintaining speech-language pathology and audiology services in schools*. www.asha.org/SLP/schools/budget-cuts-schools/

American Speech-Language-Hearing Association. (n.d.-d). *2018 State caseload and salary map*. www.asha.org/SLP/schools/State-Caseload-and-Salary-Data-Map/

Salary data may also be available from other sources, such as state associations, state departments of education or labor, and school districts. Suggested sites include the following:

- U.S. Bureau of Labor Statistics. (n.d.-e). *Occupational outlook handbook, speech-language pathologists*. www.bls.gov/ooh/healthcare/speech-language-pathologists.htm

Salary data for academic and clinical faculty are available at:

- Council of Academic Programs in Communication Sciences and Disorders. (n.d.-f). *CAPCSD 2018 Salary Survey*. www.capcsd.org/academic-and-clinical-resources/

Additional Information

If you would like to speak with a member of the ASHA School Services in Speech-Language Pathology Team about the survey, please send a message to schools@asha.org or call ASHA's Action Center (800-498-2071) and ask to be connected to a School Services staff member. To learn more about how the Association is working on behalf of school-based ASHA Certified Members, visit the ASHA Schools webpages at www.asha.org/slp/schools/.

Thank You

ASHA would like to thank the SLPs who completed the *ASHA 2020 Schools Survey*. Reports like this one are possible only because people like you participate.

Is this information valuable to you? If so, please accept invitations to participate in other ASHA-sponsored surveys and focus groups. You are the experts, and we rely on you to provide data to share with your fellow members. ASHA surveys benefit *you*.

Appendix A
State Listings

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

Appendix B

Salaries

Table B1: Salary Basis

4. In your primary job, are you paid on an annual basis or an hourly basis? <i>Select one response only.</i> (Percentages) Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Employed full time or part time		
Response	Frequency	Valid Percentage
Annual salary	2,502	84.7
Hourly rate	453	15.3
Total	2,955	100.0

Note. CCC-SLP = Certificate of Clinical Competence in Speech-Language Pathology.

Table B2: Annual Salaries, by Salary Basis and Facility Type

<p>5. What is your gross annual income for your primary job, before all deductions? Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full time ❖ Paid an annual salary ❖ Annual salary of at least \$1 							
Response	Facility Type						
	All Responses	Special Day/ Residential	Preschool	Elementary	Secondary	Admin. Office	Combination
Worked 9–10 months (academic year)							
	<i>n</i> = 2,044	<i>n</i> = 32	<i>n</i> = 196	<i>n</i> = 1,291	<i>n</i> = 323	<i>n</i> = 13	<i>n</i> = 165
25th percentile	\$58,000	\$60,000	\$56,796	\$57,424	\$61,000	<i>(n</i> < 25)	\$58,000
50th percentile (Median)	\$69,000	\$64,000	\$67,000	\$68,000	\$75,899		\$67,276
75th percentile	\$84,000	\$81,753	\$80,000	\$83,000	\$89,994		\$80,000
Mean	\$72,623	\$67,155	\$70,591	\$72,151	\$77,576		\$69,920
Standard deviation	\$19,943	\$14,907	\$19,532	\$20,002	\$20,949		\$17,677
Mode	\$80,000	\$62,000	\$60,000	\$80,000	\$80,000		\$60,000
		Statistical significance: $F(5, 2015) = 5.7, p = .000$ Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.					
(Question 5 continues on next page.)							

Note. CCC-SLP = Certificate of Clinical Competence in Speech-Language Pathology.

Table B2 (Cont'd): Annual Salaries, by Salary Basis and Facility Type

5. (cont'd) What is your gross annual income for your primary job, before all deductions? Analyses limited to respondents who met the following criteria: <ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full time ❖ Paid an annual salary ❖ Annual salary of at least \$1 							
Response	Facility Type						
	All Responses	Special Day/ Residential	Preschool	Elementary	Secondary	Admin. Office	Combination
Worked 11–12 months (calendar year)							
	<i>n</i> = 184	<i>n</i> = 25	<i>n</i> = 35	<i>n</i> = 54	<i>n</i> = 13	<i>n</i> = 13	<i>n</i> = 30
25th percentile	\$66,167	\$67,000	\$63,000	\$64,000	<i>(n</i> < 25)	<i>(n</i> < 25)	\$71,000
50th percentile (Median)	\$80,000	\$76,000	\$74,816	\$86,000			\$79,000
75th percentile	\$100,000	\$95,000	\$95,000	\$100,000			\$100,000
Mean	\$83,574	\$81,371	\$78,550	\$81,457			\$84,317
Standard deviation	\$23,251	\$19,712	\$20,245	\$22,474			\$17,692
Mode	\$100,000	\$65,000	\$68,000	\$100,000			\$100,000
		Statistical significance: $F(5, 163) = 3.5, p = .005$ Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.					

Note. CCC-SLP = Certificate of Clinical Competence in Speech-Language Pathology.