



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

Schools Survey Report:
SLP Annual Salary and Hourly Wage Trends
2004–2016

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2016 Schools Survey to gather information about professional issues related to school-based services. Results from this survey are presented in a series of reports, including this report on speech-language pathologist (SLP) annual salary and hourly wage trends.

The statistic that is presented in this report is the median (i.e., middle or 50th percentile). Median salaries are presented because they are more stable than means (i.e., averages) and are less sensitive to extreme values. To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.

The salaries presented in this report are full-time gross salaries (salaries prior to deductions). They include salary supplements, stipends, bonuses, or other types of “salary upgrades.”

Findings from the 2004, 2006, 2008, 2010, 2012, and 2014 ASHA Schools Surveys are included in this report for comparative purposes. Questions differ among surveys, so data on all topics are not available for all survey years.

Survey Report Highlights

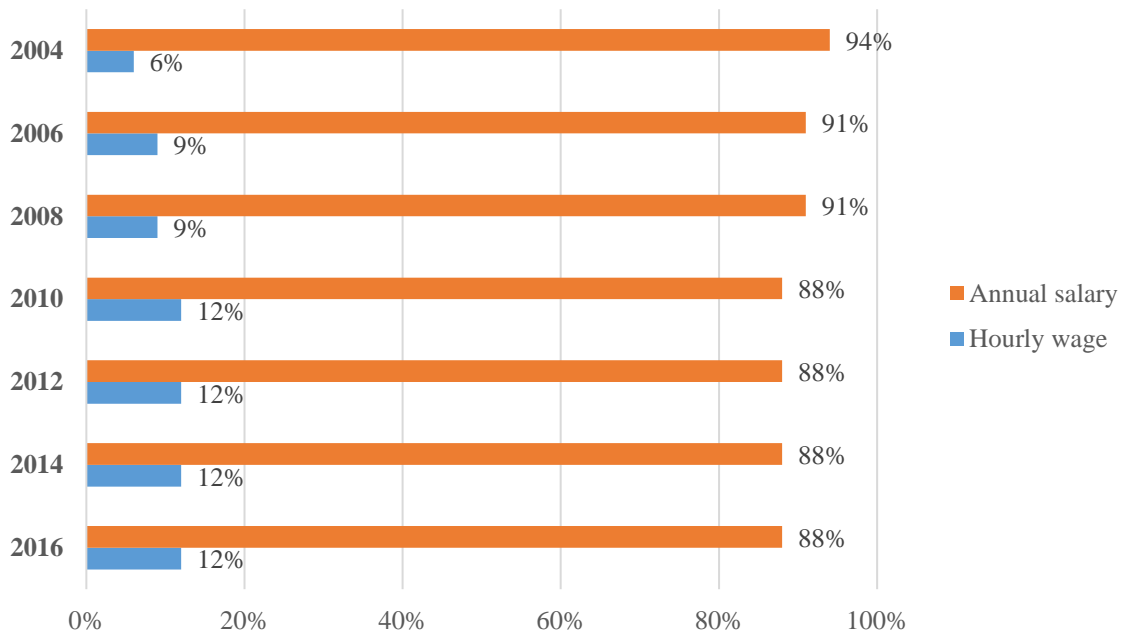
- From 2004 to 2016, most SLPs (88%–94%) were paid an annual salary in their primary jobs.
- From 2004 to 2016, most SLPs (90%–92%) who were paid an annual salary in their primary jobs worked 9 or 10 months per year (an academic year).
- In 2016, the overall median academic year salary of SLPs was \$62,000, up from \$61,000 in 2014 (a 2% increase).
- From 2004 to 2016, SLPs in secondary schools consistently earned the highest or among the highest academic year salaries.
- In 2016, the overall median calendar year salary of SLPs was \$70,154, down from \$72,107 in 2014 (a 3% decline).
- From 2010 to 2016, most SLPs who were paid an hourly wage in their primary jobs were contractors. In 2016, their median hourly wage was \$49.76, down from \$55.00 in 2014 (a 10% decline).
- In 2016, 25% of SLPs received a salary supplement for having their ASHA Certificate of Clinical Competence (CCC), up from 22% in 2010 and 2012 and up from 24% in 2014.
- In 2016, 27% of SLPs had unpaid student debt, up slightly from 26% in 2012 and the same percentage as in 2014. The median amount owed was \$30,000, compared with \$20,000–\$30,000 in recent past years.

Salary Basis

Annual Salary or Hourly Wage

From 2004 to 2016, most SLPs (88%–94%) were paid an annual salary in their primary jobs; the remainder were paid an hourly wage (see Figure 1).

Figure 1. *Percentage of school-based SLPs who are paid an annual salary or an hourly wage in their primary jobs, by year.*

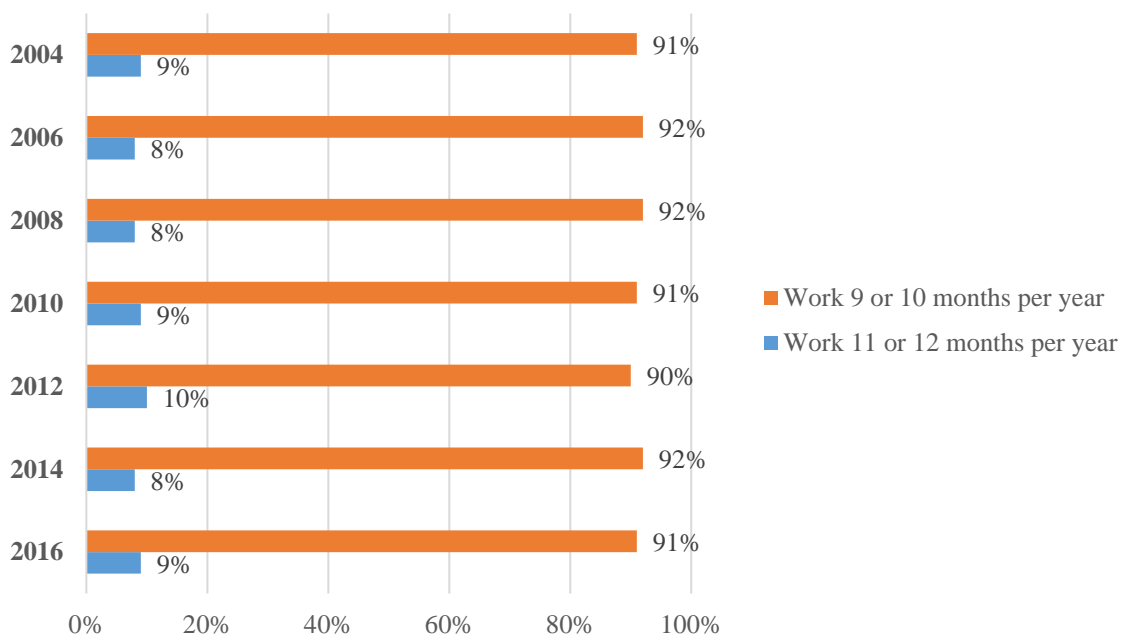


Note. These data are from the 2004, 2006, 2008, 2010, 2012, 2014, and 2016 ASHA Schools Surveys. $n = 2,597$ (2004); $n = 2,433$ (2006); $n = 2,416$ (2008); $n = 2,418$ (2010); $n = 2,411$ (2012); $n = 1,694$ (2014); $n = 1,798$ (2016).

Academic or Calendar Year

From 2004 to 2016, most SLPs (90%–92%) who were paid an annual salary in their primary jobs worked 9 or 10 months per year (an academic year). The remainder worked 11 or 12 months per year (a calendar year; see Figure 2).

Figure 2. Percentage of school-based SLPs who are paid an annual salary in their primary jobs and who work 9 or 10 months per year or 11 or 12 months per year, by year.



Note. These data are from the 2004, 2006, 2008, 2010, 2012, 2014, and 2016 ASHA Schools Surveys. $n = 2,184$ (2004); $n = 1,827$ (2006); $n = 1,792$ (2008); $n = 1,979$ (2010); $n = 1,992$ (2012); $n = 1,392$ (2014); $n = 1,503$ (2016).

Limitations of Survey Analysis

Because the percentage of SLPs who were paid on an hourly basis or worked 11 or 12 months per year is so small, most of the analyses included in this report are limited to SLPs who were paid an annual salary and who worked 9 or 10 months per year.

Academic Year Salaries

In 2016, SLPs earned an overall median academic year salary of \$62,000, up from \$61,000 in 2014 (a 2% increase; see Appendix Table 1).

Academic Year Salaries, by School Setting

The median academic year salary of SLPs typically varied by school setting. From 2004 to 2016, SLPs in secondary schools consistently earned the highest or among the highest salaries (see Appendix Table 1).

Academic Year Salaries, by Work Role

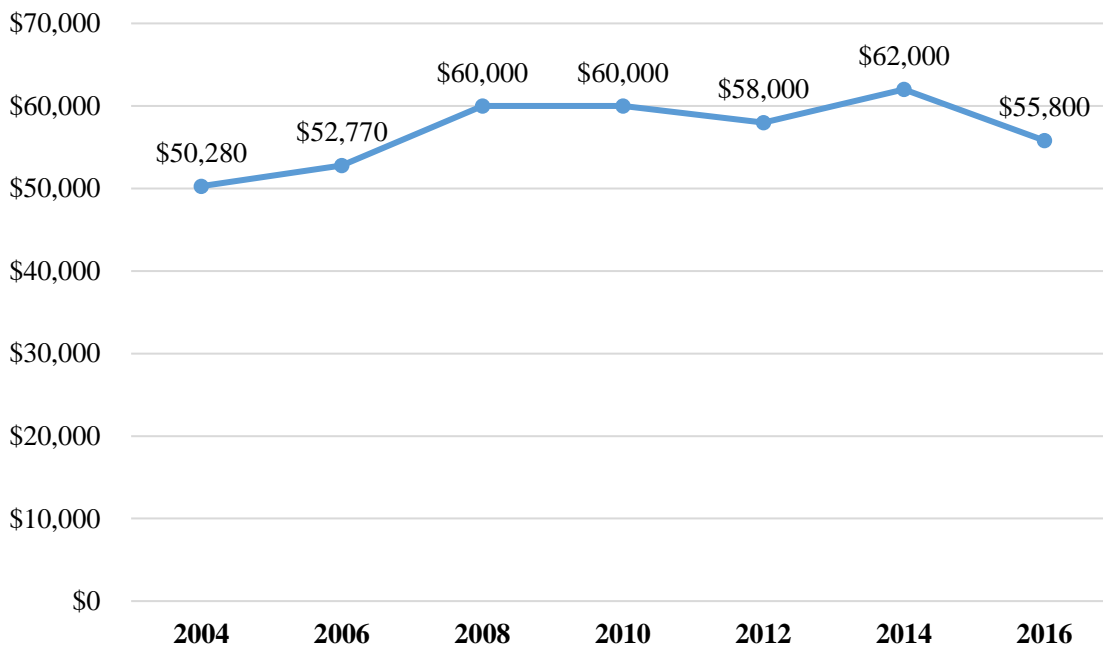
Clinical Service Providers

In 2016, SLPs who were clinical service providers earned a median academic year salary of \$62,000, up from \$60,927 in 2014 (a 2% increase; see Appendix Table 2).

Special Education Teachers

In 2016, SLPs who held the position of special education teacher earned a median academic year salary of \$55,800, down somewhat from recent past years (see Figure 3).

Figure 3. Median academic year salaries of SLPs who hold the position of special education teacher, by year.



Note. These data are from the 2004, 2006, 2008, 2010, 2012, 2014, and 2016 ASHA Schools Surveys. $n = 105$ (2004); $n = 73$ (2006); $n = 64$ (2008); $n = 65$ (2010); $n = 33$ (2012); $n = 48$ (2014); $n = 33$ (2016).

Academic Year Salaries, by Years of Experience in the Profession

As would be expected, the median academic year salary of SLPs tended to increase with years of experience in the profession. From 2004 to 2016, the most seasoned SLPs earned about \$20,000 per year more than those SLPs who were just starting out (see Appendix Table 3).

Academic Year Salaries, by Years of Experience in the Schools

The median academic year salary of SLPs tended to increase with years of experience in the schools. From 2010 to 2014, SLPs with the most experience earned at least \$19,000 per year more than those SLPs with the least experience (see Table 1).

Table 1. Median academic year salaries of SLPs, by years of experience in the schools and year.

| Years of experience in the schools | Median academic year salary (\$) | | | |
|---------------------------------------|----------------------------------|---------------------|---------------------|---------------------|
| | 2010 (n = 1,515) | 2012 (n = 1,572) | 2014 (n = 1,088) | 2016 (n = 1,197) |
| 1–3 | 45,200 | 48,000 | n/r | 53,506 |
| 4–6 | 49,000 | 51,000 | 51,000 | 52,824 |
| 7–9 | 54,000 | 53,000 | 55,000 | 56,000 |
| 10–12 | 56,000 | 56,997 | 56,000 | 61,193 |
| 13–15 | 58,731 | 60,000 | 61,634 | 64,000 |
| 16–18 | 60,000 | 64,000 | 62,000 | 65,000 |
| 19–21 | 65,878 | 70,000 | 65,462 | 68,219 |
| 22–24 | 67,451 | 65,896 | 64,876 | 71,304 |
| 25–27 | 64,500 | 68,000 | 71,755 | 72,593 |
| 28 or more | 70,000 | 70,000 | 74,847 | 72,546 |

Note. These data are from the 2010, 2012, 2014, and 2016 ASHA Schools Surveys. *n/r* = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25).

Academic Year Salaries, by Geographic Region and Division

The median academic year salary of SLPs varied by geographic region of the country. From 20004 to 2016, salaries were highest in the Northeast and lowest in the South. In 2016, SLPs in the Northeast reported a slight (less than 1%) increase in their salaries from 2014; SLPs in the Midwest reported a 3% decline; and SLPs in the South and West reported increases of 5% and 4%, respectively (see Appendix Table 4a). Appendix Table 4b provides a listing of geographic regions/divisions and corresponding states.

Among geographic divisions, from 2004 to 2016, salaries were highest in the New England, Mid-Atlantic, and Pacific states; they were usually lowest in the East South Central states (see Appendix Tables 4a and 4b).

Academic Year Salaries, by State

The median academic year salary of SLPs typically varied by state. From 2008 to 2016, SLPs in California and New Jersey earned the highest or among the highest salaries (see Table 2).

Table 2. Median academic year salaries of school-based SLPs, by state and year.

| State | Median academic year salary (\$) | | | | |
|----------------|----------------------------------|---------------------|---------------------|-------------------|-------------------|
| | 2008 (n = 1,314) | 2010 (n = 1,191) | 2012 (n = 1,238) | 2014 (n = 771) | 2016 (n = 846) |
| California | 76,700 | 75,000 | 74,087 | 77,000 | 85,000 |
| Florida | 56,000 | 50,000 | 52,500 | 52,200 | 54,000 |
| Georgia | 59,500 | 54,000 | 58,600 | 55,336 | 54,000 |
| Illinois | 62,000 | 56,824 | 65,491 | 70,000 | 66,500 |
| Maryland | 68,500 | 64,536 | 70,000 | 74,000 | 72,029 |
| Massachusetts | 63,000 | 65,000 | 68,500 | 70,500 | 75,000 |
| Michigan | 65,313 | 65,500 | 66,650 | 70,000 | 70,400 |
| Minnesota | 58,000 | 59,996 | 62,555 | n/r | 62,980 |
| Missouri | 48,322 | 44,000 | 52,150 | 53,500 | 52,500 |
| New Jersey | 73,300 | 80,000 | 74,000 | 76,750 | 72,090 |
| New York | 73,000 | 70,300 | 71,000 | 74,000 | 76,356 |
| North Carolina | 49,905 | 50,000 | 50,000 | 47,627 | 53,159 |
| Ohio | 61,500 | 60,000 | 60,000 | 58,500 | 55,000 |
| Pennsylvania | 55,500 | 58,000 | 58,000 | 68,500 | 59,250 |
| Texas | 52,000 | 53,806 | 55,000 | 56,000 | 60,500 |
| Wisconsin | 55,490 | 52,721 | 56,000 | 63,000 | 57,000 |

Note. These data are from the 2008, 2010, 2012, 2014, and 2016 ASHA Schools Surveys. The table contains median academic year salaries for states where 25 or more SLPs responded to the survey. *n/r* = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25).

Academic Year Salaries, by Type of Community

The median academic year salary of SLPs typically varied by the type of community in which they worked. From 2004 to 2016, salaries were higher in suburban and city/urban areas than in rural areas. In 2016, SLPs in rural and city/urban areas reported slight increases in their salaries from 2014; those in suburban areas reported no change (see Appendix Table 5).



Calendar Year Salaries

In 2016, SLPs earned an overall median calendar year salary of \$70,154, down from \$72,107 in 2014 (a 3% decline; see Appendix Table 6).

Calendar Year Salaries, by School Setting

The median calendar year salary of SLPs varied by school setting (see Appendix Table 6).

Calendar Year Salaries, by Work Role

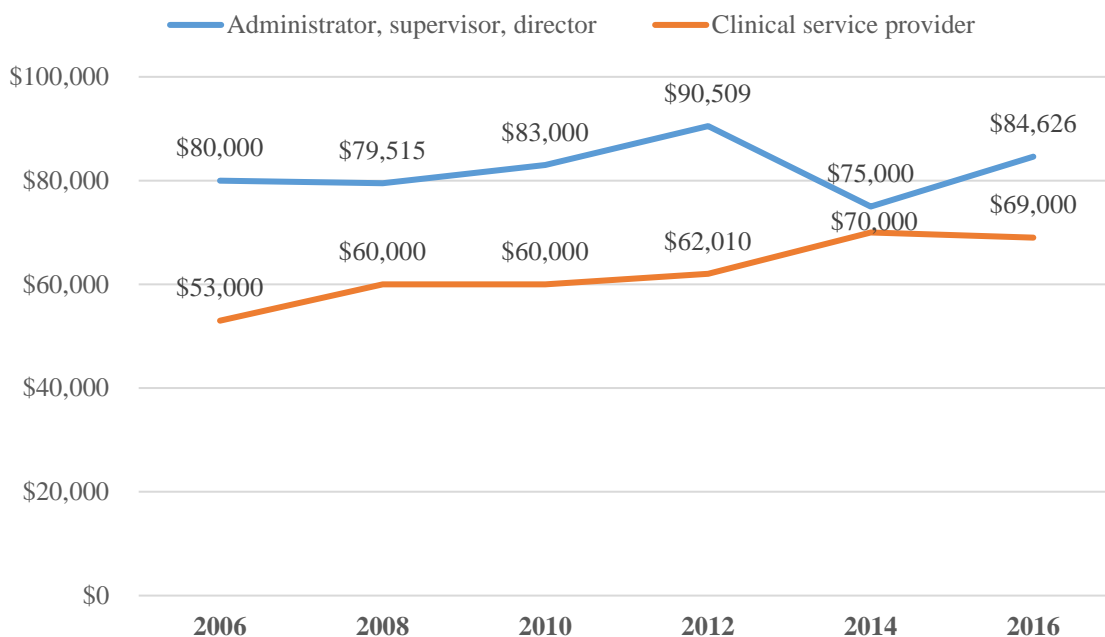
Clinical Service Providers

In 2016, SLPs who were clinical service providers earned a median calendar year salary of \$69,000, down from \$70,000 in 2014 (a 1% decline; see Figure 4).

Administrators, Supervisors, and Directors

In 2016, SLPs who were administrators, supervisors, or directors earned a median calendar year salary of \$84,626, up from \$75,000 in 2014 (a 13% increase) but still lower than in 2012 (\$90,509; see Figure 4).

Figure 4. Median calendar year salaries of school-based SLPs, by work role and year.



Note. These data are from the 2006, 2008, 2010, 2012, 2014, and 2016 ASHA Schools Surveys. $n = 132$ (2006); $n = 155$ (2008); $n = 147$ (2010); $n = 159$ (2012); $n = 95$ (2014); $n = 118$ (2016).

Hourly Wages

In 2016, SLPs earned an overall median hourly wage of \$49.50, down from \$50.00 in 2010 and 2012 and down from \$53.76 in 2014 (see Table 3). They worked a median of 21 hours per week, down somewhat from previous years (24 hours in 2010, 22 hours in 2012, and 23 hours in 2014).

Hourly Wages, by School Setting

Median hourly wages of SLPs typically varied by school setting (see Table 3).

Table 3. Median hourly wage of SLPs, by school setting and year.

| School Setting | Median hourly wage (\$) | | | |
|-----------------------------------|-------------------------|-------------------|-------------------|-------------------|
| | 2010 (n = 248) | 2012 (n = 280) | 2014 (n = 165) | 2016 (n = 212) |
| Overall ^a | 50.00 | 50.00 | 53.76 | 49.50 |
| Special day or residential school | n/r | n/r | n/r | n/r |
| Preschool | 51.50 | 54.74 | 48.00 | n/r |
| Elementary school | 50.00 | 50.00 | 55.00 | 52.00 |
| Secondary school | n/r | 50.00 | 46.81 | n/r |
| Combination of schools | 50.00 | 50.07 | n/r | 45.00 |

Note. These data are from the 2010, 2012, 2014, and 2016 ASHA Schools Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25). ^aIncludes SLPs who did not indicate a school setting.

Hourly Wages of Contractors

From 2010 to 2016, most SLPs who were paid an hourly wage were contractors. In 2016, their median hourly wage was \$49.76, down from recent past years (see Table 4).

Hourly Wages of Contractors, by Geographic Region

Median hourly wages of SLPs who are contractors varied by geographic region of the country. From 2010 to 2016, wages were highest in the Northeast (see Table 4).

Table 4. Median hourly wages of SLPs who are contractors, by region of the country and year.

| Region | Median hourly wage (\$) | | | |
|-----------|-------------------------|-------------------|-------------------|-------------------|
| | 2010 (n = 191) | 2012 (n = 236) | 2014 (n = 159) | 2016 (n = 212) |
| Overall | 50.00 | 52.55 | 55.00 | 49.76 |
| Northeast | — | 63.93 | 63.00 | 59.23 |
| Midwest | — | 49.46 | n/r | 40.00 |
| South | — | 51.27 | 50.00 | 49.00 |
| West | — | 51.00 | 60.00 | 52.56 |

Note. These data are from the 2010, 2012, 2014, and 2016 ASHA Schools Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25). Dash indicates that the item was not included in the survey analysis.

Salary Supplements

In the 2010, 2012, 2014, and 2016 surveys, SLPs were asked whether they received a salary supplement, stipend, bonus, or other type of “salary upgrade” and, if so, why they received it. In these years, more SLPs received a supplement for having the ASHA CCC than for any other reason (see Table 5).

Table 5. Reasons why school-based SLPs receive a salary supplement, by year.

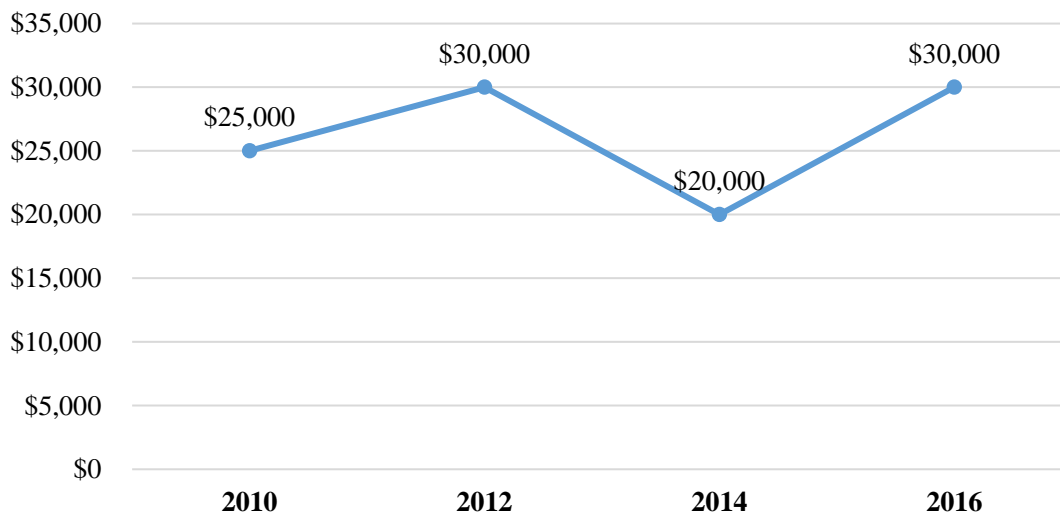
| Reason | % | | | |
|--|---------------------|---------------------|---------------------|---------------------|
| | 2010 (n ≥ 2,079) | 2012 (n ≥ 2,170) | 2014 (n ≥ 1,495) | 2016 (n ≥ 1,653) |
| ASHA CCC | 22 | 22 | 24 | 25 |
| Bilingual services | 1 | 2 | 2 | 2 |
| Extra duties (e.g., Medicaid billing, supervision) | 11 | 11 | 12 | 12 |
| National Board Certification for teachers | — | — | — | 6 |
| Recruitment/retention bonus | 6 | 5 | 5 | 5 |
| Results of performance evaluation ^a | — | 2 | 3 | 6 |

Note. These data are from the 2010, 2012, 2014, and 2016 ASHA Schools Surveys. Dash indicates that the item was not included in the survey. ^aIn the 2012 and 2014 surveys, this item was titled “Results of value-added assessment.”

Student Debt

In 2016, 27% of SLPs had unpaid student debt—the same or about the same as in 2012 and 2014 (26% and 27%, respectively). The median amount owed was \$30,000, compared with \$20,000–\$30,000 in recent past years (see Figure 5).

Figure 5. Median amount of unpaid student debt owed by school-based SLPs, by year.



Note. These data are from the 2010, 2012, 2014, and 2016 ASHA Schools Surveys. *n* = 584 (2010); *n* = 646 (2012); *n* = 450 (2014); *n* = 509 (2016).

Survey Methodology and Response Rates

The survey was mailed in February 2016 to a random sample of 4,000 ASHA-certified SLPs and 500 ASHA-certified audiologists 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 *total* sample, eight had incorrect mailing addresses, 21 had retired, and 24 were ineligible for other reasons, which left 4,447 possible respondents. The actual number of respondents was 2,108—a 47.4% response rate.

Of the original 4,000 SLPs in the sample, eight had incorrect mailing addresses, 18 had retired, and 21 were ineligible for other reasons, which left 3,953 possible respondents. The actual number of respondents was 1,894—a 47.9% response rate. The results presented in this report are based on responses from those 1,894 individuals.

Past ASHA Schools Survey response rates were as follows:

- 2000: 43.0%
- 2004: 69.7%
- 2006: 64.9%
- 2008: 64.0%
- 2010: 64.8% (overall); 65.5% (among SLPs)
- 2012: 63.6% (overall); 64.7% (among SLPs)
- 2014: 46.0% (overall); 47.0% (among SLPs)

Suggested Citation

American Speech-Language-Hearing Association. (2016). *Schools survey report: SLP annual salary and hourly wage trends, 2004–2016*. Available from www.asha.org.

Additional Information

Companion reports are available on the ASHA website at www.asha.org/research/memberdata/schoolssurvey/.

Questions?

For additional information regarding this report or school services generally, please contact Deborah Dixon, director of school services, at ddixon@asha.org or 800-498-2071, ext. 5690. To learn more about how the Association is working on behalf of school-based ASHA-certified members, visit www.asha.org/slp/schools/.

Acknowledgment

Without the generous cooperation of the members who participate in our surveys, ASHA could not fulfill its mission to provide vital information about the professions and discipline to the Association membership and the public. Thank you!

Appendix

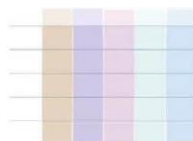


Table 1. Median academic year salaries of SLPs, by school setting and year.

| School setting | Median academic year salary (\$) | | | | | | |
|-----------------------------------|----------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | 2004 (n = 1,987) | 2006 (n = 1,669) | 2008 (n = 1,636) | 2010 (n = 1,574) | 2012 (n = 1,593) | 2014 (n = 1,016) | 2016 (n = 1,244) |
| Overall ^a | 50,000 | 52,131 | 58,000 | 58,000 | 60,000 | 61,000 | 62,000 |
| Special day or residential school | 46,000 | 60,128 | 64,932 | 59,819 | <i>n/r</i> | 71,339 | 67,781 |
| Preschool | 48,500 | 53,290 | 57,008 | 60,000 | 56,825 | 60,000 | 59,539 |
| Elementary school | 50,000 | 52,000 | 57,000 | 58,000 | 59,000 | 60,000 | 60,000 |
| Secondary school | 53,000 | 54,750 | 60,840 | 61,786 | 63,749 | 67,000 | 70,347 |
| Combination of schools | 48,500 | 51,537 | 58,000 | 56,000 | 57,951 | 60,000 | 63,586 |
| Other | 56,000 | 62,500 | — | — | — | — | — |

Note. These data are from the 2004, 2006, 2008, 2010, 2012, 2014, and 2016 ASHA Schools Surveys. *n/r* = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25). ^aIncludes respondents who did not indicate a school setting. Dash indicates that the item was not included in the survey analysis.

Table 2. Median academic year salaries of clinical service providers, by school setting and year.

| School setting | Median academic year salary (\$) | | | | | | |
|-----------------------------------|----------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | 2004 (n = 1,777) | 2006 (n = 1,526) | 2008 (n = 1,496) | 2010 (n = 1,445) | 2012 (n = 1,499) | 2014 (n = 1,016) | 2016 (n = 1,118) |
| Overall ^a | 49,800 | 52,000 | 57,800 | 58,000 | 59,717 | 60,927 | 62,000 |
| Special day or residential school | 46,000 | 60,000 | 64,204 | 55,934 | <i>n/r</i> | 71,339 | 66,817 |
| Preschool | 47,801 | 52,721 | 57,000 | 58,592 | 56,197 | 60,000 | 60,000 |
| Elementary school | 49,500 | 52,000 | 57,000 | 58,000 | 59,000 | 60,000 | 60,000 |
| Secondary school | 52,582 | 55,000 | 61,328 | 61,000 | 63,837 | 67,000 | 71,000 |
| Combination of schools | 48,000 | 51,000 | 58,000 | 56,000 | 56,530 | 60,000 | 61,757 |

Note. These data are from the 2004, 2006, 2008, 2010, 2012, 2014, and 2016 ASHA Schools Surveys. *n/r* = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25). ^aIncludes SLPs who did not indicate a school setting.

Table 3. Median academic year salaries of school-based SLPs, by years of experience in the profession and year.

| Years of experience in the profession | Median academic year salary (\$) | | | | | | |
|---------------------------------------|----------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | 2004 (n = 1,985) | 2006 (n = 1,668) | 2008 (n = 1,633) | 2010 (n = 1,501) | 2012 (n = 1,533) | 2014 (n = 1,082) | 2016 (n = 1,215) |
| 1–3 | 38,669 | 40,041 | <i>n/r</i> | 45,200 | 47,000 | <i>n/r</i> | 53,328 |
| 4–6 | 39,500 | 43,000 | 46,254 | 49,000 | 51,000 | 51,000 | 51,920 |
| 7–9 | 42,500 | 44,000 | 49,000 | 52,000 | 54,000 | 54,863 | 55,168 |
| 10–12 | 45,000 | 46,000 | 52,000 | 53,000 | 52,000 | 55,000 | 58,000 |
| 13–15 | 48,250 | 50,000 | 55,000 | 58,000 | 60,000 | 58,878 | 62,709 |
| 16–18 | 52,250 | 53,000 | 57,138 | 59,970 | 60,000 | 60,000 | 60,000 |
| 19–21 | 50,100 | 58,000 | 61,060 | 62,982 | 64,184 | 61,994 | 66,310 |
| 22–24 | 55,800 | 60,000 | 63,000 | 64,226 | 68,025 | 62,936 | 68,485 |
| 25–27 | 57,000 | 60,000 | 62,977 | 65,000 | 65,000 | 69,753 | 72,000 |
| 28 or more | 60,000 | 64,900 | 65,000 | 70,000 | 69,692 | 73,000 | 72,000 |

Note. These data are from the 2004, 2006, 2008, 2010, 2012, 2014, and 2016 ASHA Schools Surveys. *n/r* = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25).

Table 4a. Median academic year salaries of school-based SLPs, by geographic region/division and year.

| Geographic region/ division | Median academic year salary (\$) | | | | | | |
|--------------------------------|----------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | 2004 (n = 1,978) | 2006 (n = 1,660) | 2008 (n = 1,635) | 2010 (n = 1,574) | 2012 (n = 1,592) | 2014 (n = 1,133) | 2016 (n = 1,244) |
| Northeast | 58,000 | 62,000 | 66,000 | 70,000 | 68,000 | 72,000 | 72,004 |
| New England | 54,000 | 60,000 | 63,844 | 67,000 | 70,000 | 71,000 | 74,939 |
| Mid-Atlantic | 61,000 | 65,000 | 70,000 | 70,000 | 66,478 | 73,000 | 70,000 |
| Midwest | 48,250 | 51,225 | 57,000 | 56,000 | 60,000 | 61,000 | 59,000 |
| East North Central | 51,000 | 55,000 | 60,000 | 59,521 | 61,427 | 65,000 | 59,499 |
| West North Central | 44,000 | 47,000 | 51,000 | 52,948 | 53,791 | 55,000 | 58,505 |
| South | 43,583 | 45,000 | 52,000 | 51,500 | 52,000 | 53,000 | 55,759 |
| South Atlantic | 47,000 | 48,000 | 55,000 | 53,000 | 54,000 | 53,710 | 55,000 |
| East South Central | 41,000 | 43,180 | 49,605 | 49,000 | 48,938 | 50,000 | 51,000 |
| West South Central | 41,494 | 43,000 | 50,000 | 51,426 | 52,846 | 53,000 | 59,000 |
| West | 52,894 | 58,000 | 62,000 | 65,000 | 65,000 | 67,088 | 70,000 |
| Mountain | 48,000 | 50,000 | 55,207 | 58,000 | 57,767 | 55,000 | 59,000 |
| Pacific | 60,000 | 64,802 | 68,437 | 70,000 | 70,000 | 71,009 | 78,000 |

Note. These data are from the 2004, 2006, 2008, 2010, 2012, 2014, and 2016 ASHA Schools Surveys.

Table 4b. Key of geographic regions/divisions and corresponding states.

| Geographic region/division | Corresponding states |
|----------------------------|------------------------------------|
| Northeast | |
| New England | CT, ME, MA, NH, RI, VT |
| Mid-Atlantic | NJ, NY, PA |
| Midwest | |
| East North Central | IL, IN, MI, OH, WI |
| West North Central | IA, KS, MN, MO, NE, ND, SD |
| South | |
| South Atlantic | DE, DC, FL, GA, MD, NC, SC, VA, WV |
| East South Central | AL, KY, MS, TN |
| West South Central | AR, LA, OK, TX |
| West | |
| Mountain | AZ, CO, ID, MT, NV, NM, UT, WY |
| Pacific | AK, CA, HI, OR, WA |

Table 5. Median academic year salaries of school-based SLPs, by type of community and year.

| Type of community | Median academic year salary (\$) | | | | | | |
|-------------------------|----------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | 2004 (n = 1,977) | 2006 (n = 1,655) | 2008 (n = 1,622) | 2010 (n = 1,553) | 2012 (n = 1,574) | 2014 (n = 1,114) | 2016 (n = 1,230) |
| Rural | 43,000 | 47,000 | 52,000 | 51,000 | 54,000 | 54,077 | 54,201 |
| Suburban | 51,600 | 56,000 | 60,000 | 62,000 | 61,000 | 65,000 | 65,000 |
| City/urban ^a | 52,000 | 54,999 | 60,000 | 61,000 | 61,500 | 61,410 | 63,000 |

Note. These data are from the 2004, 2006, 2008, 2010, 2012, 2014, and 2016 ASHA Schools Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the survey. ^aFrom 2004 to 2012, this item was titled “Metropolitan/urban area.”

Table 6. Median calendar year salaries of SLPs, by school setting and year.

| School setting | Median calendar year salary (\$) | | | | | | |
|-----------------------------------|----------------------------------|-------------------|-------------------|-------------------|-------------------|------------------|-------------------|
| | 2004 (n = 197) | 2006 (n = 158) | 2008 (n = 156) | 2010 (n = 155) | 2012 (n = 173) | 2014 (n = 98) | 2016 (n = 131) |
| Overall ^a | 54,000 | 57,000 | 65,000 | 65,000 | 70,000 | 72,107 | 70,154 |
| Special day or residential school | n/r | 56,860 | n/r | n/r | 63,000 | n/r | 75,000 |
| Preschool | 50,500 | 50,000 | 59,972 | 56,737 | 71,298 | n/r | 60,348 |
| Elementary school | 54,750 | 64,000 | 60,000 | 65,118 | 60,000 | 71,000 | 60,000 |
| Secondary school | n/r | n/r | n/r | n/r | n/r | n/r | n/r |
| Combination of schools | 61,000 | 59,202 | 62,506 | n/r | n/r | n/r | n/r |
| Other | 62,000 | n/r | — | — | — | — | — |

Note. These data are from the 2004, 2006, 2008, 2010, 2012, 2014, and 2016 ASHA Schools Surveys. *n/r* = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25). ^aIncludes SLPs who did not indicate a school setting. Dash indicates that the item was not included in the survey analysis.