



2012

Schools



SURVEY



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

SLP Annual Salaries and Hourly Wages

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Executive Summary

In the spring of 2012, 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, students' homes, administrative offices, and combined school settings.

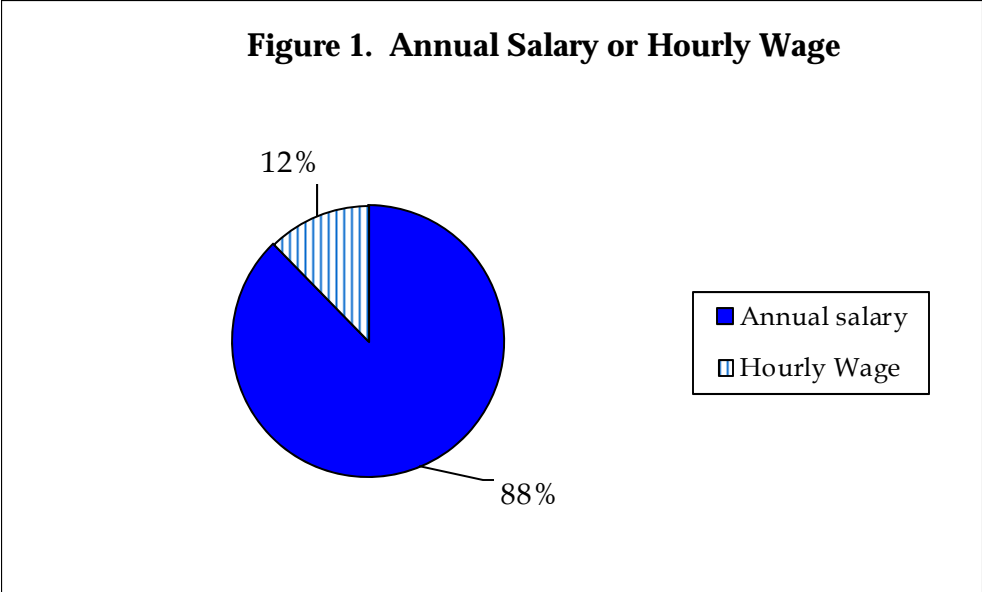
Overall Findings:

- ◆ 88% worked for an annual salary.
- ◆ 57% worked in elementary schools.
- ◆ Salaries for working 9 or 10 months averaged \$59,000 in elementary schools.
- ◆ Median academic-year salaries for clinical service providers ranged from \$56,197 in preschools to \$63,837 in secondary schools.
- ◆ Salaries increased with years of experience in the professions and years of experience in the schools.
- ◆ California (\$74,087) reported the highest median academic-year salary; Kentucky, the lowest (\$48,350).
- ◆ Rural salaries tended to be lower than suburban or urban salaries.
- ◆ Salaries for working 11 or 12 months averaged \$70,000.
- ◆ The median hourly wage was \$50.00, and the median number of hours worked weekly was 22.
- ◆ The median hourly wage for contract employees was \$52.55.
- ◆ More SLPs received a supplement for having their CCCs than for any other reason.
- ◆ For SLPs with student debt, the median amount was \$30,000.

Salaries

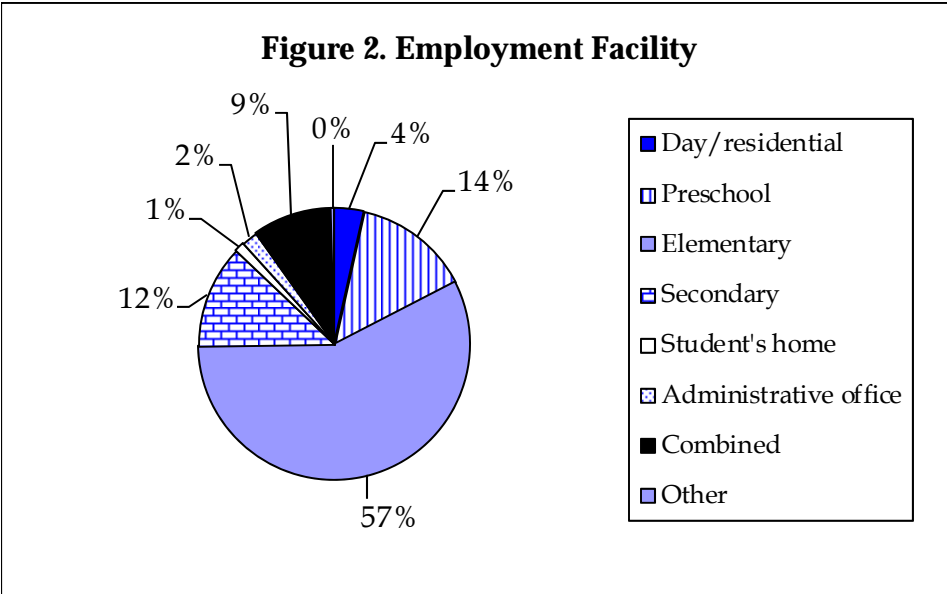
Salary Basis

Based on the 2,411 SLPs who disclosed their salary basis, we estimate that 88% of school-based SLPs work for an annual salary and 12% work for an hourly wage (see Figure 1 and Appendix Table 1). Of the latter group, 243 were contract employees.



n = 2,411

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 and Appendix Table 2).



n = 2,408

Excluded Groups

Ninety percent of SLPs who worked for 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 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 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, but 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 example, for the 29 SLPs who worked in a student's home, the 9 who worked in an "other" type of facility, and the 31 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.

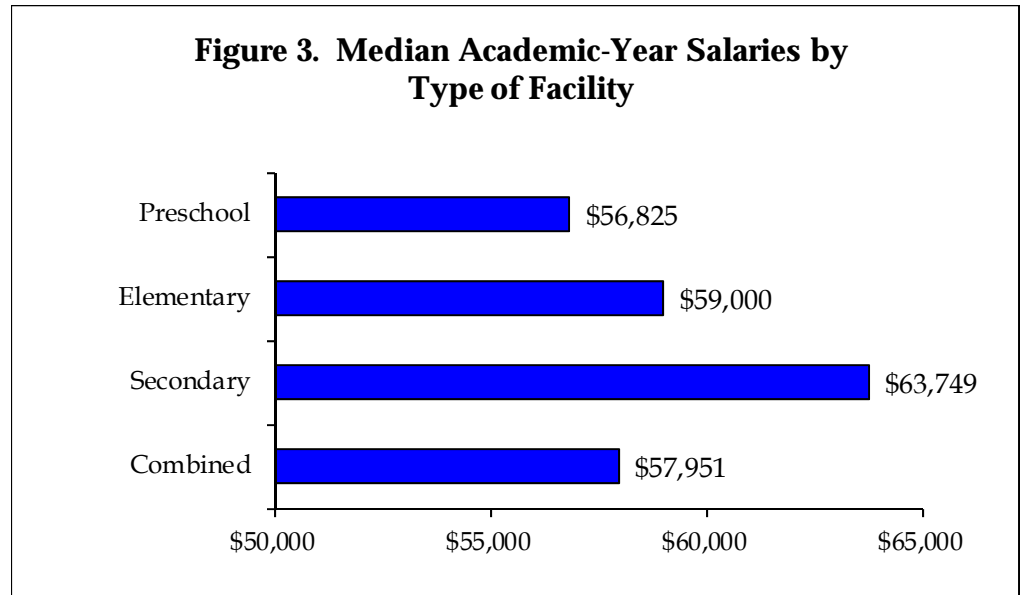


Clinical fellows are excluded from the report because the respondents were sampled from ASHA-certified SLPs, and clinical fellows are not yet certified.

Academic-Year Salaries

Primary Employment Facility

The overall academic year median salary was \$60,000. Median salaries ranged from \$56,825 in preschools to \$63,749 in secondary schools (see Figure 3 and Appendix Table 3).



n = 1,545

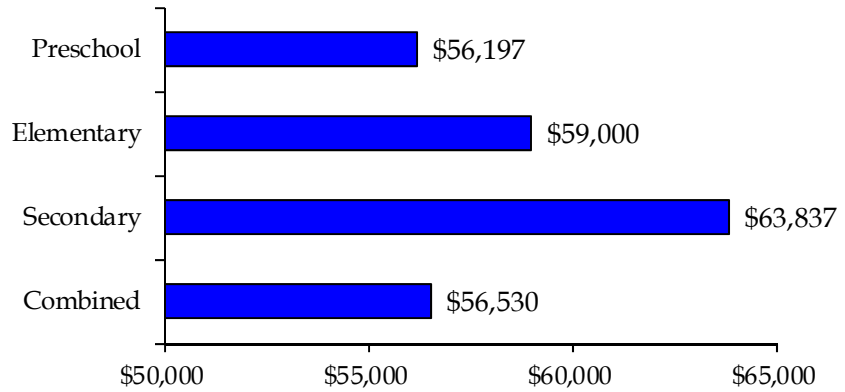
Primary Employment Function

The overwhelming majority (94%) of SLPs who worked full-time for an academic year reported that they were employed as clinical service providers. Their median salaries ranged from \$56,197 in preschools to \$63,837 in secondary schools (see Figure 4 and Appendix Table 4).

The median academic-year salary was \$58,000 for special education teachers and \$65,000 for administrators (see Appendix Table 4).



Figure 4. Median Academic-Year Salaries for Clinical Service Providers

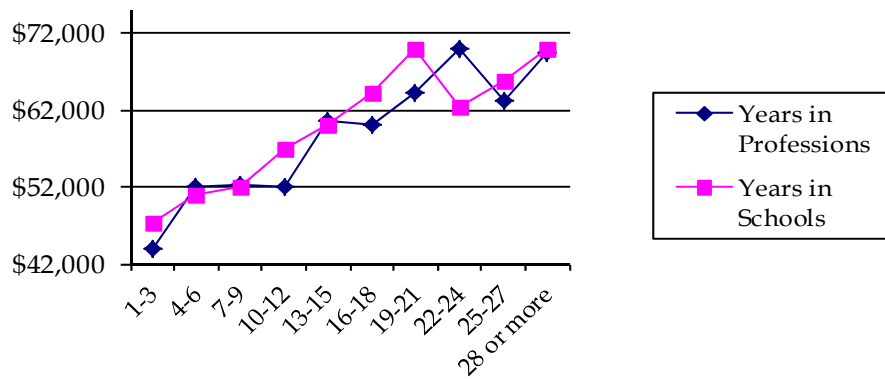


n = 1,465

Years of Experience

Academic-year salaries in elementary schools for both years of experience in the professions and years of experience in the schools are shown in Figure 5. Salaries tend to increase with experience but not in a straight line.

Figure 5. Median Academic Year Salaries in Elementary Schools by Years of Experience



n = 984 (years in professions), n = 1,014 (years in schools)

Where there were sufficient respondents to report results, the highest median academic-year salaries tended to be about \$70,000 and were reported by SLPs with a relatively high number of years of experience in the professions (see Appendix Table 5).

This was true, as well, for years of experience in the schools. The highest median salary was \$70,000 in preschools, elementary schools, and secondary schools, although the highest median in combined school settings was \$66,000 (see Appendix Table 6).

Region of the Country

Overall median annual salaries were highest in the Northeast (\$68,000) and lowest in the South (\$52,000). Median salaries in elementary schools (\$68,000) and combined school settings (\$70,224) were highest in the Northeast; but for preschools (\$65,533) and secondary schools (\$74,424), they were highest in the West (see Appendix Table 7).

State

Fewer than half of the states had sufficient numbers of respondents to enable reporting of median academic-year salaries. Of that group, four states had median salaries greater than \$70,000 (California, New Jersey, Connecticut, and New York), and one had a median below \$50,000 (Kentucky; see Table 1).

Table 1. Median Academic-Year Salaries by State

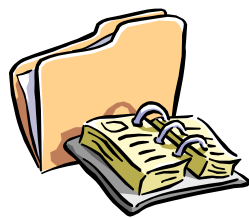
California	\$74,087	Georgia	\$58,600
New Jersey	\$74,000	Pennsylvania	\$58,000
Connecticut	\$72,000	Wisconsin	\$56,000
New York	\$71,000	Texas	\$55,000
Maryland	\$70,000	Indiana	\$53,000
Massachusetts	\$68,500	Florida	\$52,500
Michigan	\$66,650	Missouri	\$52,150
Illinois	\$65,491	Virginia	\$52,000
Minnesota	\$62,555	Louisiana	\$50,471
Colorado	\$60,000	North Carolina	\$50,000
Ohio		Kentucky	\$48,350

n = 1,238

**Population
Density**

In three of the four types of facilities where there were sufficient data to make comparisons across the levels of population density, SLPs had lower average academic-year salaries in rural areas than in other types of locales. Specifically, in rural elementary schools, the median was \$53,493; in rural secondary schools, \$56,946; and in rural combined school settings, \$51,000.

The highest average academic-year salaries in both elementary schools (\$62,000) and combined school settings (\$63,000) were reported in metropolitan/urban areas, while the highest salaries in preschools (\$60,000) and secondary schools (\$67,000) were in suburban areas (see Appendix Table 8).



**Calendar-
Year
Salaries**

Only 10% 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 \$70,000 (see Appendix Table 3). There are insufficient numbers of respondents to describe differences by demographic characteristics as extensively as was the case for academic-year salaries. The following are the exceptions:

- ◆ Median salaries for a calendar year averaged \$71,298 in preschools, \$63,000 in special day or residential schools, and \$60,000 in elementary schools (see Appendix Table 3).
- ◆ Clinical service providers who worked for a calendar year reported a median salary of \$62,010 ($n = 114$). More specifically, calendar-year salaries averaged \$65,000 ($n = 26$) for clinical service providers in preschools and \$60,000 ($n = 33$) in elementary schools. (Data for this bullet point and the two that follow do not appear in any table.)
- ◆ Administrators/supervisors/directors who worked for a calendar year reported a median salary of \$90,509 ($n = 45$).
- ◆ Median salaries were \$72,000 ($n = 53$) in metropolitan/urban areas, \$70,000 ($n = 86$) in suburban areas, and \$58,610 ($n = 29$) in rural areas for SLPs who worked for a calendar year.

Hourly Wages

Of the SLPs who completed the survey, 12% received an hourly wage (see Appendix Table 1). Their median hourly wage was \$50.00, and the median number of weekly hours worked was 22 (none of the data in the bullets below are reported in the appendix).

- ◆ The median hourly wage was \$52.00 ($n = 144$) for SLPs who worked up through 22 hours a week and \$50.00 ($n = 136$) for those working more hours.
- ◆ The median hourly wage was \$54.74 in preschools ($n = 60$), \$50.00 in elementary schools ($n = 125$) and secondary schools ($n = 27$), and \$50.07 in combined school settings ($n = 36$).
- ◆ SLPs who worked up through 22 hours a week reported a median hourly wage of \$50.00 in elementary schools ($n = 57$) and \$60.00 in preschools ($n = 32$). Those who worked more than 22 hours earned \$50.00 an hour in both preschools ($n = 27$) and elementary schools ($n = 64$).
- ◆ Clinical service providers reported an average wage of \$50.00 ($n = 268$). When they were divided into two groups, those who worked up through 22 hours per week received \$52.52 ($n = 131$), and those working more hours earned \$50.00 ($n = 125$).
- ◆ SLPs who worked in the Midwest reported a median hourly wage of \$48.00 ($n = 52$), compared with \$50.00 in the South ($n = 110$) and West ($n = 50$) and \$59.95 in the Northeast ($n = 80$).
- ◆ SLPs earned a median wage of \$50.00 in metropolitan ($n = 95$) and suburban areas ($n = 117$) and \$50.54 in rural areas ($n = 78$).

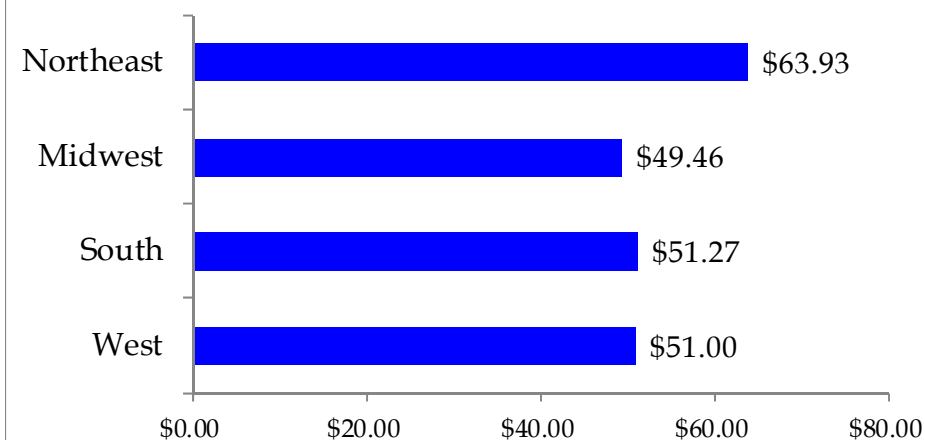


Contract Employees

Of the SLPs who completed the survey, 11% were contract employees, and of that number 91%, or 243 individuals, received an hourly wage. Their median hourly salary was \$52.55. (Data for the bullets below do not appear in any table.)

- ◆ The median wage was \$50.00 for contract employees in secondary schools ($n = 26$), \$50.50 in elementary schools ($n = 106$), \$52.14 in combined school facilities ($n = 31$), and \$60.00 in preschools ($n = 41$).
- ◆ Clinical service providers who were contract employees received an average hourly wage of \$52.00 ($n = 218$).
- ◆ Median hourly wages for contracted SLPs varied by region of the country where they worked (see Figure 6).

Figure 6. Median Hourly Wage by Region of the Country for Contracted SLPs



$n = 236$

- ◆ Contracted SLPs reported an average hourly wage of \$50.41 in metropolitan areas ($n = 74$), \$53.60 in rural areas ($n = 71$), and \$55.00 in suburban areas ($n = 89$).



Salary Supplement

SLPs were asked whether they received a salary supplement, stipend, bonus, or other type of salary upgrade and, if they did, the reason (not shown in any table).

- ◆ More SLPs received a supplement for having their Certificate of Clinical Competence (CCC) than for any of the other four reasons listed on the survey (22%).
- ◆ The second most common reason for receiving a supplement was for extra work, such as Medicaid billing or supervision (11%).
- ◆ Approximately 5% received a recruitment/retention bonus, and 2% received a bonus for providing bilingual services or as a result of value-added assessment.

The survey respondents were also asked if their employer paid for fees or dues, either partially or in full (see Appendix Table 9).

- ◆ Continuing education fees were more likely to be paid either partially (33%) or in full (13%) than were other types of dues or fees.
- ◆ The second most commonly paid fee was national or state speech-language-hearing conference fees (23%).
- ◆ Only 11% reported that their employer paid for their state licensing fees either partially (2%) or in full (9%).

Student Debt

Overall, 26% of the SLPs said that they had unpaid student debt. The type of facility where they worked made a difference in their response ($p = .004$). The least likely SLPs to have student debt were those who worked in administrative offices (10%); SLPs who worked in preschools were the most likely group (32%; see Appendix Table 10).

SLPs in the Northeast (31%) were more likely to have student debt than those in the South (27%) or Midwest or West (23%; $p = .005$; not shown in any table).

The median amount of student debt for the 646 SLPs who said they owed some money was \$30,000. Differences by facility were not significant.

Survey Notes and Method- ology

Response Rate

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 Survey to better understand the priorities and needs of SLPs and educational audiologists.

The Survey was mailed in February 2012 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, 3 had bad addresses, 22 had retired, and 64 were ineligible for other reasons, which left 4,411 possible respondents. The actual number of respondents was 2,805, which represents a 63.6% response rate.

Of the original 4,000 SLPs in the sample, 2 had bad mailing addresses, 17 had retired, and 59 were ineligible for other reasons, which left 3,922 possible respondents. The actual number of respondents was 2,539, a **64.7%** response rate among SLPs. The results presented in this report are based on responses from the 2,539 SLPs.

Survey Reports

Results from the 2012 Schools Survey are presented in a series of reports for SLPs:

- SLP Caseload Characteristics
- SLP Annual Salaries and Hourly Wages
- SLP Workforce and Work Conditions
- Survey Summary Report – SLPs
- Survey Methodology, Respondent Demographics, and Glossary

Results from the educational audiologists are presented in a separate report: Survey Summary Report – Educational Audiologists.

Suggested Citation

American Speech-Language-Hearing Association. (2012). *2012 Schools Survey report: SLP annual salaries and hourly wages*. Available from www.asha.org/research/memberdata/schoolssurvey/.

Supplemental Sources

American Speech-Language-Hearing Association. (2008). *Advocacy resource guide for the salary supplement initiative*. Available from www.asha.org/advocacy/state/issues/salarysuppguide.htm.

American Speech-Language-Hearing Association. (2008). *Advocating for higher salaries and extra benefits from your local school district*. Available from www.asha.org/advocacy/state/advocacy-schools.htm.

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

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:

- ◆ Bureau of Labor Statistics, U.S. Department of Labor, *Occupational outlook handbook, 2012-13 edition*, Speech-Language Pathologists. Available from www.bls.gov/ooh/healthcare/speech-language-pathologists.htm.
- ◆ www.capcsd.org/survey/2009/SalarySurvey0809_Prelim_1210.pdf

Additional Information

For additional information regarding the 2012 Schools Survey, please contact Deborah Dixon, director of ASHA's School Services, at 800-498-2071, ext. 5690, or ddixon@asha.org. To learn more about how the Association is working on behalf of school-based ASHA-certified members, visit ASHA's Schools web page at www.asha.org/slp/schools/.

Thank You

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 public. Thank you!

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. 11 In your primary job, are you paid on an annual or on an hourly basis? Analyses limited to respondents who met the following criterion: ❖ CCC-SLP		
Response	Frequency	Valid Percentage
Annual salary	2,114	87.7
Hourly rate	296	12.3
Total	2,411	

Table 2. Facility

Q. 10 Select the <u>one</u> type of building that best describes where you work all or <u>most</u> of the time. <i>For individuals who work in multiple settings or in private practice, select the type of building in which you deliver most of your services. Only one answer can be accepted.</i> (Percentages) Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Employed full-time or part-time	
Response	(n = 2,408)
Special day/residential school	3.5
Pre-elementary (preschool)	13.9
Elementary school	57.3
Secondary school (middle school, junior high, senior high)	12.3
Student's home	1.2
Administrative office	1.9
Combination from the above list	9.4
Other, specify	0.4

Table 3. Median Annual Salaries by Salary Basis and Facility

<p>12. Your annual income from your job includes salary and payment for extra duties/responsibilities. If you are paid on an <u>annual salary basis</u>, what is your annual income for your main job, before all deductions? (Median gross annual income)</p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full-time ❖ Annual salary of at least \$1 								
Annual Income	Total	Special Day/ Residential	Preschool	Elementary	Secondary	Student's Home	Admin. Office	Combina- tion
Worked 9–10 months (academic year)								
	(n = 1593)	(n = 19)	(n = 176)	(n = 1030)	(n = 202)	(n = 6)	(n = 13)	(n = 137)
50th percentile (Median)	\$60,000	n < 25	\$56,825	\$59,000	\$63,749	n < 25	n < 25	\$57,951
Worked 11–12 months (calendar year)								
	(n = 173)	(n = 29)	(n = 36)	(n = 37)	(n = 14)	(n = 8)	(n = 22)	(n = 23)
50th percentile (Median)	\$70,000	\$63,000	\$71,298	\$60,000	n < 25	n < 25	n < 25	n < 25

Table 4. Median Annual Academic-Year Salaries by Function

12. Your annual income from your job includes salary and payment for extra duties/responsibilities. If you are paid on an annual salary basis, what is your annual income for your main job, before all deductions? (Median gross annual income)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Worked for an academic year (9–10 months)
- ❖ Annual salary of at least \$1

Function	Total		Special Day/ Residential		Preschool		Elementary	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Clinical service provider	1,499	\$59,717	17	<i>n</i> < 25	166	\$56,197	992	\$59,000
Special education teacher	33	\$58,000	2		4	<i>n</i> < 25	23	<i>n</i> < 25
Consultant	17	<i>n</i> < 25	0		1		2	
Administrator/ supervisor/director	37	\$65,000	0		3		7	
Other	4	<i>n</i> < 25	0		1		2	
Function	Secondary School		Student's Home		Administrative Office		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Clinical service provider	191	\$63,837	6	<i>n</i> < 25	3	<i>n</i> < 25	116	\$56,530
Special education teacher	2	<i>n</i> < 25	0		0		1	<i>n</i> < 25
Consultant	2		0		1		11	
Administrator/ supervisor/director	7		0		9		9	
Other	1		0		0		0	

Table 5. Median Annual Academic-Year Salaries by Years of Experience in the Professions

12. Your annual income from your job includes salary and payment for extra duties/responsibilities. If you are paid on an annual salary basis, what is your annual income for your main job, before all deductions? (Median gross annual income)
 Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Worked for an academic year (9-10 months)
- ❖ Annual salary of at least \$1

Years of Experience	Total		Special Day/ Residential		Preschool		Elementary	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
1-3 years	94	\$47,000	1	<i>n</i> < 25	15	<i>n</i> < 25	56	\$43,990
4-6 years	215	\$51,000	2		26	\$47,000	139	\$52,000
7-9 years	157	\$54,000	2		39	\$54,000	102	\$52,389
10-12 years	178	\$52,000	3				122	\$52,000
13-15 years	162	\$60,000	3		30	\$55,723	103	\$60,641
16-18 years	123	\$60,000	3				85	\$60,000
19-21 years	119	\$64,184	0		26	\$65,000	74	\$64,140
22-24 years	93	\$68,025	2				63	\$70,000
25-27 years	108	\$65,000	0		13	<i>n</i> < 25	63	\$63,103
28 or more years	284	\$69,692	3		25	\$70,000	177	\$69,401

(Table 5 continues on next page.)

Table 5 (cont'd). Median Annual Academic-Year Salaries by Years of Experience in the Professions

12. Your annual income from your job includes salary and payment for extra duties/responsibilities. If you are paid on an annual salary basis, what is your annual income for your main job, before all deductions? (Median gross annual income)
 Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Worked for an academic year (9-10 months)
- ❖ Annual salary of at least \$1

Years of Experience	Secondary School		Student's Home		Administrative Office		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
1-3 years	10	n < 25	3	<i>n</i> < 25	0	<i>n</i> < 25	26	\$50,000
4-6 years	29	\$52,000	2		0			
7-9 years	42	\$56,459	0		0			
10-12 years			0		0			
13-15 years	26	\$65,107	0		5			
16-18 years	26	\$65,000	0		2			
19-21 years			0		1			
22-24 years	27	\$71,219	0		0			
25-27 years			1		0			
28 or more years	35	\$70,000	1		6		34	\$66,198

Table 6. Median Annual Academic-Year Salaries by Years of Experience in the Schools

12. Your annual income from your job includes salary and payment for extra duties/responsibilities. If you are paid on an annual salary basis, what is your annual income for your main job, before all deductions? (Median gross annual income)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Worked for an academic year (9-10 months)
- ❖ Annual salary of at least \$1

Years of Experience	Total		Special Day/ Residential		Preschool		Elementary	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
1-3 years	122	\$48,000	1	<i>n</i> < 25	16	<i>n</i> < 25	79	\$47,253
4-6 years	256	\$51,000	4		28	\$48,777	165	\$51,000
7-9 years	197	\$53,000	3		24	<i>n</i> < 25	133	\$52,000
10-12 years	225	\$56,997	3		31	\$54,729	140	\$57,000
13-15 years	192	\$60,000	0		34	\$57,000	119	\$60,000
16-18 years	120	\$64,000	3		9	<i>n</i> < 25	76	\$64,273
19-21 years	92	\$70,000	2		5		60	\$70,000
22-24 years	82	\$65,896	0		28	<i>n</i> < 25	62	\$62,282
25-27 years	83	\$68,000	0		53		\$65,656	
28 or more years	203	\$70,000	3		127		\$70,000	

(Table 6 continues on next page.)

Table 6 (cont'd). Median Annual Academic-Year Salaries by Years of Experience in the Schools

12. Your annual income from your job includes salary and payment for extra duties/responsibilities. If you are paid on an annual salary basis, what is your annual income for your main job, before all deductions? (Median gross annual income)
 Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Worked for an academic year (9-10 months)
- ❖ Annual salary of at least \$1

Years of Experience	Secondary School		Student's Home		Administrative Office		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
1-3 years	12	<i>n</i> < 25	2	<i>n</i> < 25	0	<i>n</i> < 25	35	\$50,000
4-6 years	35	\$53,000	1		0			
7-9 years	23	<i>n</i> < 25	0		0		27	\$50,166
10-12 years	32	\$64,026	0		1		25	\$62,000
13-15 years	32	\$65,047	2		4			
16-18 years	27	\$70,000	0		3		8	<i>n</i> < 25
19-21 years			2		0			
22-24 years	10	<i>n</i> < 25	0		0		35	\$66,000
25-27 years	32	\$70,000	0		4			
28 or more years			0		2			

Table 7. Median Annual Academic-Year Salaries by Region of the Country

12. Your annual income from your job includes salary and payment for extra duties/responsibilities. If you are paid on an annual salary basis, what is your annual income for your main job, before all deductions? (Median gross annual income)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Worked for an academic year (9–10 months)
- ❖ Annual salary of at least \$1

Region	Total		Special Day/ Residential		Preschool		Elementary	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Northeast	390	\$68,000	9	<i>n</i> < 25	31	\$59,024	251	\$68,000
Middle Atlantic	121	\$66,478	9		20	<i>n</i> < 25	187	\$70,000
New England	269	\$70,000	0		11		64	\$65,000
Midwest	423	\$60,000	3		72	\$60,000	255	\$60,000
E. N. Central	285	\$61,427	3		43	\$64,447	174	\$61,000
W. N. Central	138	\$53,791	1		29	\$53,595	81	\$53,644
South	510	\$52,000	5		40	\$50,000	355	\$52,285
E. S. Central	82	\$48,938	2		10	<i>n</i> < 25	52	\$48,000
S. Atlantic	263	\$54,000	2		19		190	\$54,000
W. S. Central	165	\$52,846	1		11		113	\$52,700
West	269	\$65,000	2		33	\$65,533	169	\$65,000
Mountain	104	\$57,767	0		13	<i>n</i> < 25	65	\$57,003
Pacific	165	\$70,000	2		20		104	\$70,000

(Table 7 continues on next page.)

Table 7 (cont'd). Median Annual Academic-Year Salaries by Region of the Country

12. Your annual income from your job includes salary and payment for extra duties/responsibilities. If you are paid on an annual salary basis, what is your annual income for your main job, before all deductions? (Median gross annual income)
 Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Worked for an academic year (9-10 months)
- ❖ Annual salary of at least \$1

Region	Secondary School		Student's Home		Administrative Office		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Northeast	57	\$70,000	0	<i>n</i> < 25	3	<i>n</i> < 25	37	\$70,224
Middle Atlantic	28	\$71,400	0		2		24	<i>n</i> < 25
New England	29	\$68,970	0		1		13	
Midwest	55	\$61,724	2		3		31	\$52,652
E. N. Central	38	\$64,567	1		2		25	\$54,009
W. N. Central	18	<i>n</i> < 25	1		1		7	<i>n</i> < 25
South	56	\$55,000	0		3		46	\$52,447
E. S. Central	7	<i>n</i> < 25	0		0		10	<i>n</i> < 25
S. Atlantic	27	\$55,972	0		2		20	
W. S. Central	23	<i>n</i> < 25	0		1		15	
West	33	\$74,424	4		4		23	
Mountain	8	<i>n</i> < 25	1		4		13	
Pacific	25	\$77,842	3		0		10	

Table 8. Median Annual Academic-Year Salaries by Population Density

12. Your annual income from your job includes salary and payment for extra duties/responsibilities. If you are paid on an annual salary basis, what is your annual income for your main job, before all deductions? (Median gross annual income)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Worked for an academic year (9–10 months)
- ❖ Annual salary of at least \$1

Population Density	Total		Special Day/ Residential		Preschool		Elementary	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Metropolitan/urban	407	\$61,500	7	<i>n</i> < 25	39	\$54,000	267	\$62,000
Suburban	781	\$61,000	11		99	\$60,000	480	\$60,000
Rural	386	\$54,000	1		34	\$55,000	275	\$53,493
	Secondary School		Student's Home		Administrative Office		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Metropolitan/urban	47	\$60,000	4	<i>n</i> < 25	4	<i>n</i> < 25	37	\$63,000
Suburban	122	\$67,000	2		6		56	\$60,000
Rural	31	\$56,946	0		4		40	\$51,000

Table 9. Employer Paid Fees/Dues

17. Which of the following fees/ dues does your employer pay for you, either partially or in full? (Percentages)								
Analyses limited to respondents who met the following criteria:								
❖ CCC-SLP								
❖ Employed full-time or part-time								
Fees/Dues	Total	Special Day/ Residential	Preschool	Elementary	Secondary	Student's Home	Admin. Office	Combina- tion
	(n ≥ 2383)	(n ≥ 83)	(n ≥ 303)	(n ≥ 1356)	(n ≥ 292)	(n ≥ 29)	(n ≥ 46)	(n ≥ 221)
National or state speech-language-hearing conference fees								
None	74.9	69.0	74.6	76.4	73.6	72.4	71.7	71.5
Part	10.4	17.9	10.7	9.9	12.0	6.9	6.5	8.6
Full	12.4	13.1	12.8	11.7	11.6	10.3	19.6	15.8
NA	2.3	0.0	1.8	2.1	2.7	10.3	2.2	4.1
Statistical significance	Too many cells (21%) have expected count less than 5.							
Local, state, or national certification/membership dues								
None	82.5	86.9	81.5	82.2	84.0	80.0	89.1	81.7
Part	4.2	6.0	5.8	4.1	2.7	10.0	2.2	3.1
Full	11.7	7.1	11.2	12.0	12.2	3.3	8.7	12.5
NA	1.7	0.0	1.5	1.8	1.0	6.7	0.0	2.7
Statistical significance	Too many cells (32%) have expected count less than 5.							
(Table 9 continues on next page.)								

Table 9 (cont'd.). Employer Paid Fees/Dues

17 Which of the following fees/dues does your employer pay for you, either partially or in full? (Percentages)								
Analyses limited to respondents who met the following criteria:								
❖ CCC-SLP								
❖ Employed full-time or part-time								
Fees/Dues	Total	Special Day/Residential	Preschool	Elementary	Secondary	Student's Home	Admin. Office	Combination
	(n ≥ 2383)	(n ≥ 83)	(n ≥ 303)	(n ≥ 1356)	(n ≥ 292)	(n ≥ 29)	(n ≥ 46)	(n ≥ 221)
Continuing education fees								
None	53.1	49.4	46.4	54.8	53.1	60.0	52.2	54.0
Part	32.6	38.6	38.0	32.3	30.3	26.7	37.0	28.6
Full	12.8	10.8	15.1	11.5	15.3	6.7	8.7	14.7
NA	1.5	1.2	0.6	1.4	1.4	6.7	2.2	2.7
Statistical significance		Too many cells (25%) have expected count less than 5.						
State licensing fees								
None	86.8	86.9	88.7	87.1	86.1	79.3	85.1	83.9
Part	1.6	2.4	3.1	1.3	0.7	3.4	0.0	1.3
Full	9.2	10.7	5.8	9.3	10.5	10.3	12.8	11.7
NA	2.4	0.0	2.4	2.3	2.7	6.9	2.1	3.1
Statistical significance		Too many cells (39%) have expected count less than 5.						

Table 10. Unpaid Student Debt

31. Do you have unpaid student debt? (Percentages)								
Analyses limited to respondents who met the following criterion:								
❖ CCC-SLP								
Response	Total	Special Day/ Residential	Preschool	Elementary	Secondary	Student's Home	Admin. Office	Combina- tion
	(n = 2534)	(n = 85)	(n = 333)	(n = 1379)	(n = 299)	(n = 29)	(n = 48)	(n = 228)
Yes	26.3	25.9	31.8	27.9	22.4	13.8	10.4	22.8
No (SKIP to Q. 33.)	73.7	74.1	68.2	72.1	77.6	86.2	89.6	77.2
Statistical significance	$\chi^2(6) = 19.1, p = .004, \text{Cramer's } V = .089$							