



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

Schools Survey Report: SLP Annual Salary and Hourly Wage Trends 2004–2012

AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2012 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 averages (means) and less sensitive to extreme values. To preserve confidentiality and provide more certain results, salaries are not reported for groups of fewer than 25.

The salaries contained in this report are full-time gross salaries (salaries prior to deductions). They include payment for extra duties/responsibilities.

Findings from the 2004, 2006, 2008, and 2010 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

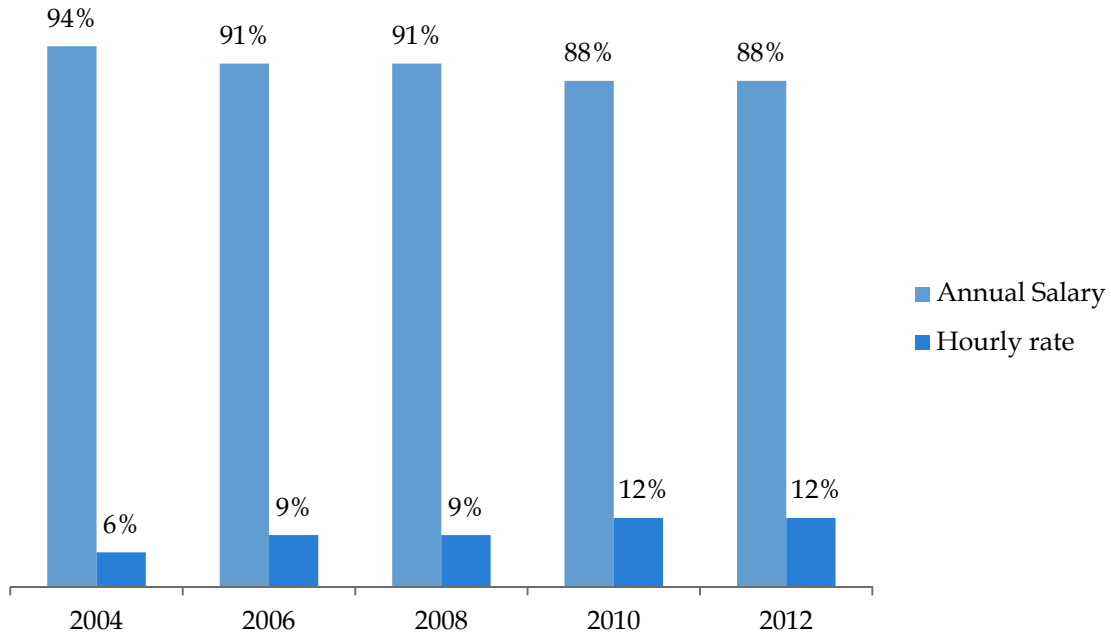
- From 2004 to 2012, the majority (88%–94%) of SLPs were paid an annual salary in their primary job.
- From 2004 to 2012, the majority (90%–92%) of SLPs who were paid an annual salary in their primary job worked 9 or 10 months per year.
- In 2012, the overall median *academic year salary* of SLPs was \$60,000, up from \$58,000 in 2010 (a 3% increase).
- From 2004 to 2012, SLPs in secondary schools tended to earn higher academic year salaries than those in other school settings.
- In 2012, SLPs who were administrators, supervisors, or directors earned a median academic year salary of \$65,000, up from \$63,000 in 2010 (a 3% increase).
- In 2012, the overall median *calendar year salary* of SLPs was \$70,000, up from \$65,000 in 2010 (an 8% increase).
- In 2012, the overall median hourly wage of SLPs was \$50.00, the same as in 2010.
- In 2010 and 2012, more SLPs received a salary supplement for having their ASHA Certificate of Clinical Competence (CCC) than for any other reason.

Salary Basis

Annual Salary or Hourly Wage

From 2004 to 2012, the majority (88%–94%) of SLPs were paid an annual salary in their primary job; the remainder were paid at an hourly rate (see Figure 1).

Figure 1. In your primary job, are you paid on an annual or hourly basis?

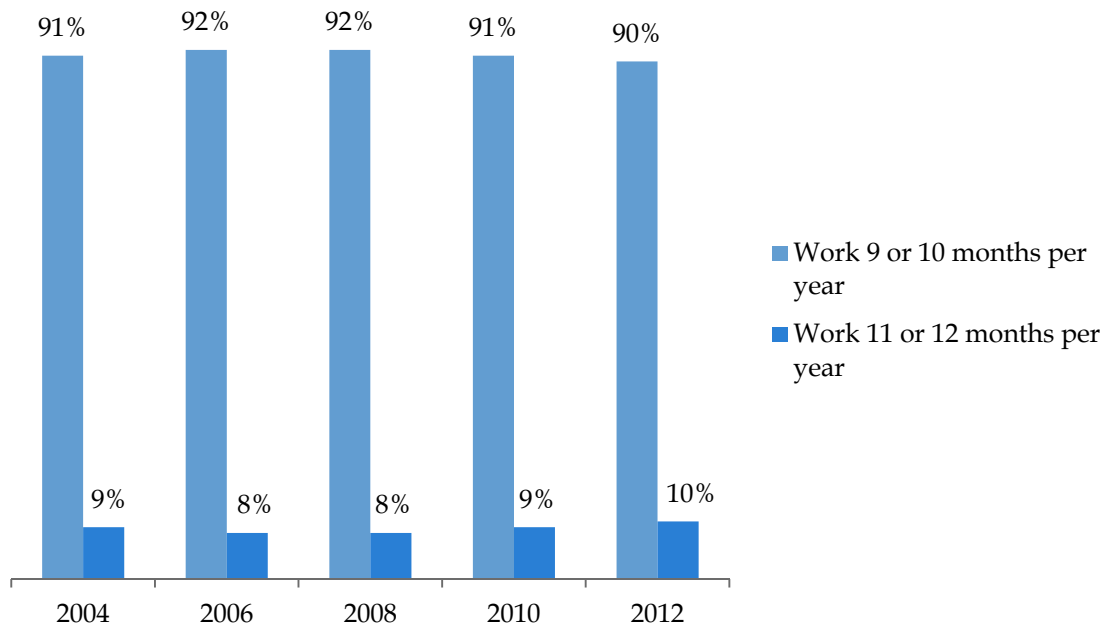


n = 2,597 (2004); *n* = 2,433 (2006); *n* = 2,416 (2008); *n* = 2,418 (2010); *n* = 2,404 (2012)
Source. 2004, 2006, 2008, 2010, and 2012 ASHA Schools Surveys

Academic or Calendar Year

From 2004 to 2012, the majority (90%–92%) of SLPs who were paid an annual salary in their primary job 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. For what period of time do you work?



n = 2,184 (2004); *n* = 1,827 (2006); *n* = 1,792 (2008); *n* = 1,979 (2010); *n* 1,992= (2012)

Source. 2004, 2006, 2008, 2010, and 2012 ASHA Schools Surveys

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 worked 9 or 10 months per year.

Academic Year Salaries

In 2012, SLPs earned an overall median academic year salary of \$60,000, up from \$58,000 in 2010 (a 3% increase; see Table 1).

Primary School Setting

The median academic year salary of SLPs varied by primary school setting. From 2004 to 2012, SLPs in secondary schools consistently earned the highest or among the highest salaries.

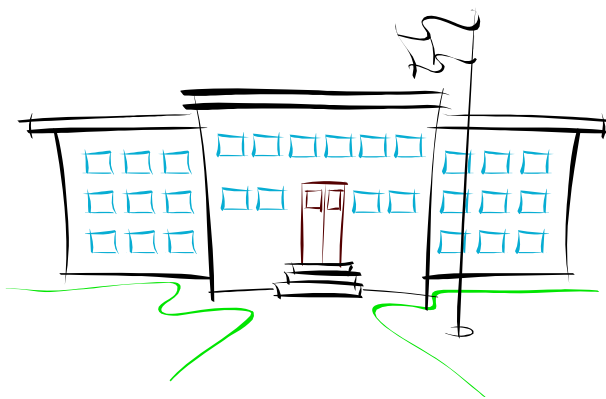
Table 1. Median academic year salaries of SLPs by primary school setting

School Setting	2004	2006	2008	2010	2012
Overall	\$50,000	\$52,131	\$58,000	\$58,000	\$60,000
Special day or residential school	\$46,000	\$60,128	\$64,932	\$59,819	<i>n</i> < 25
Preschool	\$48,500	\$53,290	\$57,008	\$60,000	\$56,825
Elementary school	\$50,000	\$52,000	\$57,000	\$58,000	\$59,000
Secondary school	\$53,000	\$54,750	\$60,840	\$61,786	\$63,749
Combination of schools	\$48,500	\$51,537	\$58,000	\$56,000	\$57,951
Other	\$56,000	\$62,500	—	—	—

Note. “Overall” includes respondents who did not indicate a school setting. Dash indicates that item was not included in survey analysis.

n = 1,987 (2004); *n* = 1,669 (2006); *n* = 1,636 (2008); *n* = 1,574 (2010); *n* = 1,593 (2012)

Source. 2004, 2006, 2008, 2010, and 2012 ASHA Schools Surveys



Primary Work Role

From 2004 to 2012, the majority (90%–92%) of survey respondents held the position of clinical service provider; a small percentage (2%–5%) held the position of special education teacher. In 2010 and 2012, 4% of respondents were administrators, supervisors, or directors.

Clinical Service Providers

In 2012, SLPs who were clinical service providers earned a median academic year salary of \$59,717, up from \$58,000 in 2010 (a 3% increase; see Table 2).

The median academic year salary of clinical service providers varied by primary school setting. From 2004 to 2012, providers in secondary schools consistently earned the highest or among the highest salaries.

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

School Setting	2004	2006	2008	2010	2012
Overall	\$49,800	\$52,000	\$57,800	\$58,000	\$59,717
Special day or residential school	\$46,000	\$60,000	\$64,204	\$55,934	<i>n</i> < 25
Preschool	\$47,801	\$52,721	\$57,000	\$58,592	\$56,197
Elementary school	\$49,500	\$52,000	\$57,000	\$58,000	\$59,000
Secondary school	\$52,582	\$55,000	\$61,328	\$61,000	\$63,837
Combination of schools	\$48,000	\$51,000	\$58,000	\$56,000	\$56,530

Note. “Overall” includes respondents who did not indicate a school setting.
n = 1,777 (2004); *n* = 1,526 (2006); *n* = 1,496 (2008); *n* = 1,445 (2010); *n* = 1,499 (2012)
Source. 2004, 2006, 2008, 2010, 2012 ASHA Schools Surveys

Special Education Teachers

In 2012, SLPs who held the position of special education teacher earned a median academic year salary of \$58,000, down from \$60,000 in 2008 and 2010 (a 3% decline), but up from \$50,280 in 2004 and \$52,770 in 2006. Sufficient data are not available to allow for the reporting of salaries of special education teachers by primary school setting.

Administrators, Supervisors, and Directors

In 2012, SLPs who were administrators, supervisors, or directors earned a median academic year salary of \$65,000, up from \$63,000 in 2010 (a 3% increase). Sufficient data are not available to allow for the reporting of salaries of administrators, supervisors, and directors by primary school setting.



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 2012, the most seasoned SLPs earned at least \$21,000 a year more than those just starting out (see Table 3).

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

Years of Experience in the Profession	2004	2006	2008	2010	2012
1–3	\$38,669	\$40,041	<i>n</i> < 25	\$45,200	\$47,000
4–6	\$39,500	\$43,000	\$46,254	\$49,000	\$51,000
7–9	\$42,500	\$44,000	\$49,000	\$52,000	\$54,000
10–12	\$45,000	\$46,000	\$52,000	\$53,000	\$52,000
13–15	\$48,250	\$50,000	\$55,000	\$58,000	\$60,000
16–18	\$52,250	\$53,000	\$57,138	\$59,970	\$60,000
19–21	\$50,100	\$58,000	\$61,060	\$62,982	\$64,184
22–24	\$55,800	\$60,000	\$63,000	\$64,226	\$68,025
25–27	\$57,000	\$60,000	\$62,977	\$65,000	\$65,000
28 or more years	\$60,000	\$64,900	\$65,000	\$70,000	\$69,692

n = 1,985 (2004); *n* = 1,668 (2006); *n* = 1,633 (2008); *n* = 1,501 (2010); *n* = 1,533 (2012)

Source. 2004, 2006, 2008, 2010, and 2012 ASHA Schools Surveys

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 2012, SLPs with the most experience in the schools earned at least \$22,000 a year more than those with the least experience (see Table 4).

Table 4. Median academic year salaries of school-based SLPs by years of experience in the schools

Years of Experience in the Schools	2010	2012
1–3	\$45,200	\$48,000
4–6	\$49,000	\$51,000
7–9	\$54,000	\$53,000
10–12	\$56,000	\$56,997
13–15	\$58,731	\$60,000
16–18	\$60,000	\$64,000
19–21	\$65,878	\$70,000
22–24	\$67,451	\$65,896
25–27	\$64,500	\$68,000
28 or more years	\$70,000	\$70,000

n = 1,515 (2010); *n* = 1,572 (2012)

Source. 2010 and 2012 ASHA Schools Surveys

Geographic Area

The median academic year salary of SLPs varied by geographic region. From 2004 to 2012, SLPs from the Northeast and West earned higher salaries than those in the Midwest and South. In 2012, salaries of SLPs in the New England and Pacific states were especially high in comparison with salaries of SLPs in other regions (see Table 5).

Table 5. Median academic year salaries of school-based SLPs by geographic area

Geographic Area	2004	2006	2008	2010	2012
Northeast	\$58,000	\$62,000	\$66,000	\$70,000	\$68,000
New England	\$54,000	\$60,000	\$63,844	\$67,000	\$70,000
Mid-Atlantic	\$61,000	\$65,000	\$70,000	\$70,000	\$66,478
Midwest	\$48,250	\$51,225	\$57,000	\$56,000	\$60,000
East North Central	\$51,000	\$55,000	\$60,000	\$59,521	\$61,427
West North Central	\$44,000	\$47,000	\$51,000	\$52,948	\$53,791
South	\$43,583	\$45,000	\$52,000	\$51,500	\$52,000
South Atlantic	\$47,000	\$48,000	\$55,000	\$53,000	\$54,000
East South Central	\$41,000	\$43,180	\$49,605	\$49,000	\$48,938
West South Central	\$41,494	\$43,000	\$50,000	\$51,426	\$52,846
West	\$52,894	\$58,000	\$62,000	\$65,000	\$65,000
Mountain	\$48,000	\$50,000	\$55,207	\$58,000	\$57,767
Pacific	\$60,000	\$64,802	\$68,437	\$70,000	\$70,000

n = 1,978 (2004); *n* = 1,660 (2006); *n* = 1,635 (2008); *n* = 1,574 (2010); *n* = 1,592 (2012)

Source. 2004, 2006, 2008, 2010, and 2012 ASHA Schools Surveys



Geographic Area

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

State

The median academic year salary of SLPs varied by state. From 2008 to 2012, school-based SLPs in California, Connecticut, New York, and New Jersey consistently earned among the highest salaries (above \$70,000); those in Louisiana and North Carolina consistently earned among the lowest (below \$51,000; see Table 6).

Table 6. Median academic year salaries of school-based SLPs by state

State	2008	2010	2012	State	2008	2010	2012
AK	—	—	—	MT	\$52,600	—	—
AL	\$49,725	—	—	NC	\$49,905	\$50,000	\$50,000
AR	—	\$45,000	—	ND	\$47,000	—	—
AZ	\$56,500	—	—	NE	\$50,000	—	—
CA	\$76,700	\$75,000	\$74,087	NH	—	—	—
CO	\$56,000	—	\$60,000	NJ	\$73,300	\$80,000	\$74,000
CT	\$72,600	\$77,000	\$72,000	NM	\$57,000	—	—
DC	—	—	—	NV	—	—	—
DE	—	—	—	NY	\$73,000	\$70,300	\$71,000
FL	\$56,000	\$50,000	\$52,500	OH	\$61,500	\$60,000	\$60,000
GA	\$59,500	\$54,000	\$58,600	OK	\$43,500	—	—
HI	—	—	—	OR	—	—	—
IA	—	—	—	PA	\$55,500	\$58,000	\$58,000
ID	—	—	—	RI	—	—	—
IL	\$62,000	\$56,824	\$65,491	SC	—	—	—
IN	\$54,000	\$50,000	\$53,000	SD	\$39,000	—	—
KS	\$45,666	—	—	TN	\$45,000	—	—
KY	\$50,000	\$51,106	\$48,350	TX	\$52,000	\$53,806	\$55,000
LA	\$45,996	\$50,000	\$50,471	UT	\$52,850	—	—
MA	\$63,000	\$65,000	\$68,500	VA	\$52,000	—	\$52,000
MD	\$68,500	\$64,536	\$70,000	VT	—	—	—
ME	—	—	—	WA	—	—	—
MI	\$65,313	\$65,500	\$66,650	WI	\$55,490	\$52,721	\$56,000
MN	\$58,000	\$59,996	\$62,555	WV	\$45,000	—	—
MO	\$48,322	\$44,000	\$52,150	WY	\$57,155	—	—
MS	\$49,500	—	—				

Note. Table contains median salaries for states where 25 or more SLPs responded to the survey. $n = 1,314$ (2008); $n = 1,191$ (2010); $n = 1,238$ (2012)

Source. 2008, 2010, and 2012 ASHA Schools Surveys

Type of Community

The median academic year salary of SLPs varied by the type of community in which they worked. From 2004 to 2012, SLPs in suburban and metropolitan/urban areas earned at least \$7,500 more per year than those in rural communities (see Table 7).

Table 7. Median academic year salaries of school-based SLPs by type of community

Type of Community	2004	2006	2008	2010	2012
Rural	\$43,000	\$47,000	\$52,000	\$51,000	\$54,000
Suburban	\$51,600	\$56,000	\$60,000	\$62,000	\$61,000
Metropolitan/Urban	\$52,000	\$54,999	\$60,000	\$61,000	\$61,500

Note. “Type of community” was self-defined by respondents (i.e., definitions of the terms “rural,” “suburban,” and “metropolitan/urban” were not provided).

n = 1,977 (2004); *n* = 1,655 (2006); *n* = 1,622 (2008); *n* = 1,553 (2010); *n* = 1,574 (2012)

Source. 2004, 2006, 2008, 2010, and 2012 ASHA Schools Surveys

Calendar Year Salaries

From 2004 to 2012, a small percentage (8%–10%) of SLPs worked 11 or 12 months per year. In 2012, their overall median salary was \$70,000, up from \$65,000 in 2010 (an 8% increase; see Table 8).

Primary School Setting

From 2004 to 2012, the median calendar year salary of SLPs varied by the school setting in which they worked.

Table 8. Median calendar year salaries of SLPs by primary school setting

School Setting	2004	2006	2008	2010	2012
Overall	\$54,000	\$57,000	\$65,000	\$65,000	\$70,000
Special day or residential school	<i>n</i> < 25	\$56,860	<i>n</i> < 25	<i>n</i> < 25	\$63,000
Preschool	\$50,500	\$50,000	\$59,972	\$56,737	\$71,298
Elementary school	\$54,750	\$64,000	\$60,000	\$65,118	\$60,000
Secondary school	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Combination of schools	\$61,000	\$59,202	\$62,506	<i>n</i> < 25	<i>n</i> < 25
Other	\$62,000	<i>n</i> < 25	—	—	—

Note. “Overall” includes respondents who did not indicate a school setting.

n = 197 (2004); *n* = 158 (2006); *n* = 156 (2008); *n* = 155 (2010); *n* = 173 (2012)

Source. 2004, 2006, 2008, 2010, and 2012 ASHA Schools Surveys

Primary Work Role

Clinical Service Providers

In 2012, SLPs who were clinical service providers earned a median calendar year salary of \$62,010, up from \$53,000 in 2006 and \$60,000 in 2008 and 2010 (a 3% increase).

Administrators, Supervisors, and Directors

In 2012, SLPs who were administrators, supervisors, or directors earned a median calendar year salary of \$90,509, up from \$80,000 in 2006, \$79,515 in 2008, and \$83,000 in 2010 (a 9% increase).

Hourly Wages

In 2010 and 2012, a small percentage of SLPs (12% in each year) worked for an hourly wage. In 2012, their overall median hourly wage was \$50.00, the same rate as in 2010 (see Table 9). In 2012, the median number hours worked per week was 22; in 2010 it was 24.

Primary School Setting

The median hourly wage of SLPs varied by primary school setting. In 2010 and 2012, SLPs in preschools earned a higher hourly wage than those in other school settings.

Table 9. Median hourly wage of SLPs by primary school setting

School Setting	2010	2012
Overall	\$50.00	\$50.00
Special day or residential school	<i>n</i> < 25	<i>n</i> < 25
Preschool	\$51.50	\$54.74
Elementary school	\$50.00	\$50.00
Secondary school	<i>n</i> < 25	\$50.00
Combination of schools	\$50.00	\$50.07

Note. "Overall" includes respondents who did not indicate a school setting
n = 248 (2010); *n* = 280 (2012)

Source. 2010 and 2012 ASHA Schools Surveys

Contract Employees

In 2010 and 2012, most of the SLPs who worked for an hourly wage were contract employees (e.g., per diem, temporary). In 2012, their median hourly wage was \$52.55, up from \$50.00 in 2010 (a 5% increase).

Salary Supplements

In 2010 and 2012, survey respondents were asked whether they received a salary supplement, stipend, bonus, or other type of “salary upgrade” and if so, why they received it. In both years, nearly one quarter (22%) of SLPs indicated they received a supplement for having the ASHA CCC; 11% for doing extra work (Medicaid billing, supervision, etc.); 5%–6% as a recruitment/retention bonus; and 1%–2% for providing bilingual services. In 2012, 2% received a supplement as a result of value-added assessment.

Student Debt

In 2012, about one quarter (26%) of survey respondents had unpaid student debt. The median amount owed was \$30,000, up from \$25,000 in 2010.

Survey Methodology (2012)

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 mailing 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, which represents a 64.7% response rate. The results presented in this report are based on responses from those 2,539 individuals.

Survey Response Rates

The biennial Schools Survey response rates were:

- **2004:** 2,692 out of 3,864 (70%)
- **2006:** 2,561 out of 3,947 (65%)
- **2008:** 2,556 out of 3,997 (64%)
- **2010:** 2,544 out of 3,882 (66%)
- **2012:** 2,539 out of 3,922 (65%)

Suggested Citation

American Speech-Language-Hearing Association. (2012). *Schools Survey report: SLP annual salary and hourly wage trends 2004–2012*. Available from www.asha.org.

Additional Information

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

- *Survey Summary Report (SLPs)*
- *Survey Summary Report (Educational Audiologists)*
- *Trends in Educational Audiology 2010–2012*
- *Survey Methodology, Respondent Demographics, and Glossary*
- *SLP Caseload Characteristics Report*
- *SLP Caseload Characteristics Trends Report 1995–2012*
- *SLP Annual Salaries and Hourly Wages Report*
- *SLP Workforce and Work Conditions Report*
- *SLP Workforce and Work Conditions Trends Report 2000–2012*

Questions?

For additional information regarding this report or school services in general, please contact Deborah Dixon, director, 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 public. Thank you!