



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION



Salaries

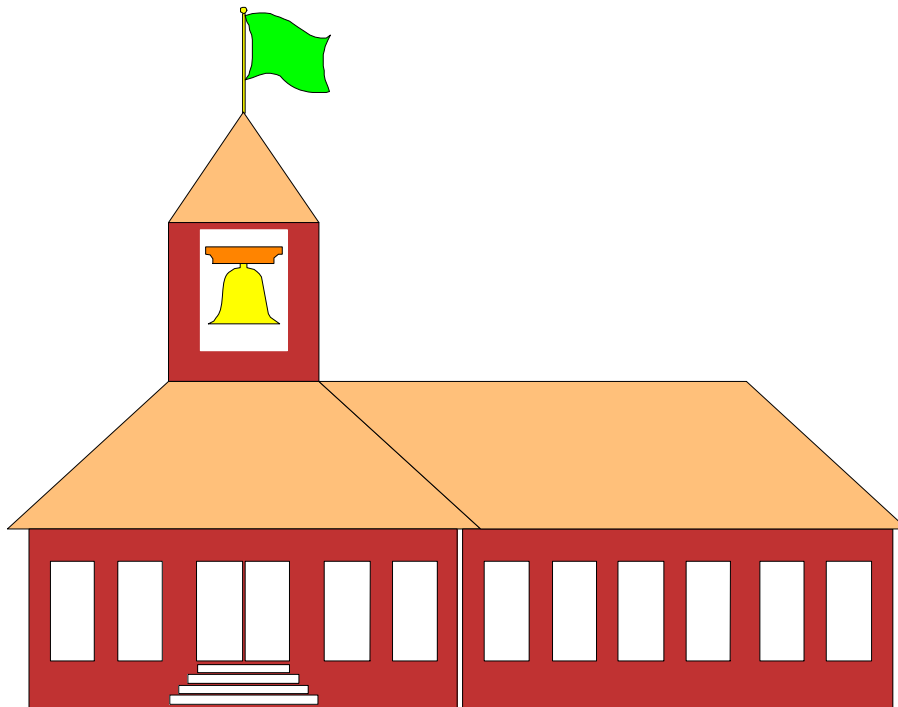
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Executive Summary

In the spring of 2004, the American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists. This survey was designed to provide information about school-based service delivery and to update and expand information gathered during previous Omnibus and Schools Surveys. The results are presented in a series of reports.

This report is based on responses from speech-language pathologists in day/residential, preschool, elementary, secondary, and combined schools.

Overall Findings:

- ◆ 94% worked for an annual salary.
- ◆ Median salary for working 9 or 10 months was \$50,000 in elementary schools.
- ◆ Highest academic year salaries for elementary, secondary, and combined schools were in the northeast.
- ◆ Rural salaries tended to be lower than suburban or urban salaries.
- ◆ Median salary for working 9 or 10 months as a clinical service provider was highest in secondary schools: \$52,582.
- ◆ Salaries for working 11 or 12 months averaged \$54,000.
- ◆ Contract employees who worked 26 or more weekly hours averaged \$40 per hour.

Salaries

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- ◆ Highest Degree
- ◆ “Other” Facility
- ◆ Type of Facility
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Ancillary Income

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- ◆ Salary Supplement Reason
- ◆ Continuing Education

Survey Notes and Methodology

- ◆ Response Rate
- ◆ Other Reports

Suggested Citation

Supplemental Sources

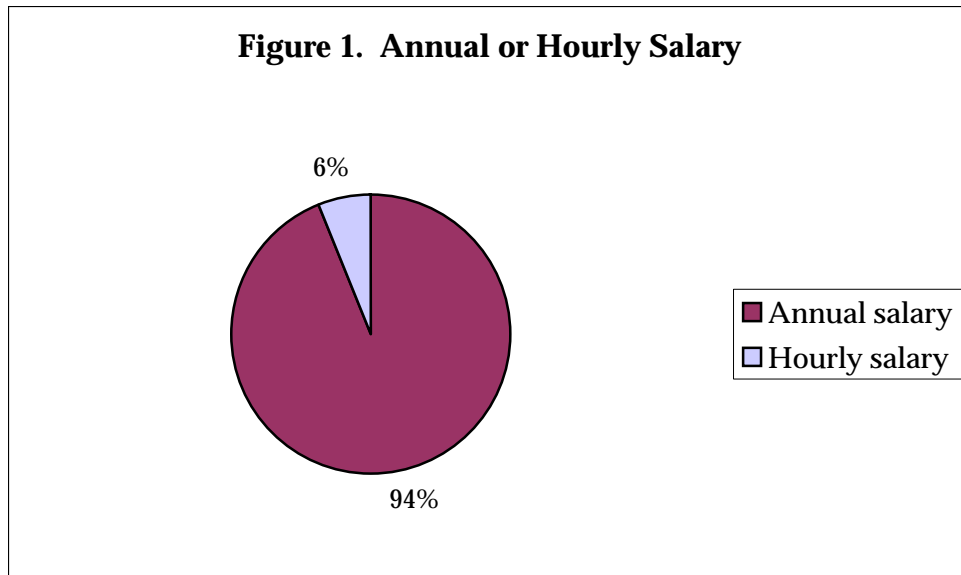
Additional Information

Appendix: Data Tables

Salaries

Of the speech-language pathologists who responded to the 2004 Schools Survey, 2442 (94%) reported that they worked for an annual salary and 155 (6%) for an hourly wage (Appendix, Table 1). Of the latter group, 108 were contract employees.

Salary Basis



n = 2597

Highest Degree

Salaries have traditionally been presented in ASHA reports as a function of various demographic characteristics: facilities, years of experience, region of the country, etc. One of those variables has been highest degree. However, only 24 respondents reported that they held a doctoral degree, less than the minimum cut off of 25 required to report a group's response. Therefore, salaries are not described by highest degree.

"Other" Facility

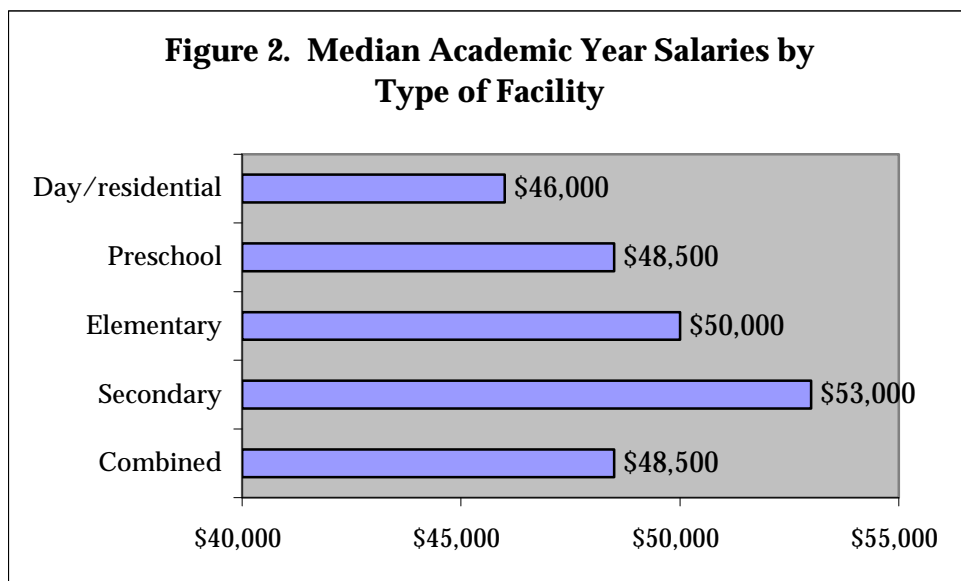
Also excluded from the discussion, although included in the appended tables, are the 118 respondents who work in an "other" type of facility. They are included where "totals" are reported but not as a separate category of facility because of the ambiguous nature of this small group of individuals.

Over 90% of those who worked for an annual salary worked for an academic year (i.e., 9 or 10 months). Because the number of respondents who worked for an hourly salary (*n* = 155) or who worked for a calendar year (*n* = 219) was small, analyzing those groups according to demographic characteristics would result in cells smaller than 25 individuals, the minimum reportable response size. Therefore, most of the analyses will be limited to speech-

language pathologists who worked for an academic year and were paid an annual salary ($n = 2210$).

Type of Facility

Median salaries for an academic year (9 or 10 months) ranged from \$46,000 in special day/residential schools to \$53,000 in secondary schools (Figure 2 and Appendix Table 2).



$n = 1922$

Years of Experience

Salaries tend to increase with experience, although not in a straight line. Beginning annual academic year salaries were \$38,669 in elementary schools and \$39,122 in combined schools for individuals with 1 to 3 years of experience, \$37,400 in preschools for 1 to 6 years of experience, and \$45,000 in secondary schools for 1 to 9 years of experience.

Highest academic year salaries were \$58,900 for speech-language pathologists in secondary schools with 22 or more years of experience, \$59,450 in combined schools for those with 28 or more years of experience, and \$60,000 in elementary schools for individuals who had worked 28 or more years as well as in preschools for those who had worked at least 25 years (Appendix, Table 3).

*Geographic
Region*



For preschools, the region with the highest average academic year salaries was the west (\$53,250); for elementary schools, the northeast (\$59,000); for secondary schools, the northeast (\$59,900); and for combined schools, also the northeast (\$54,000).

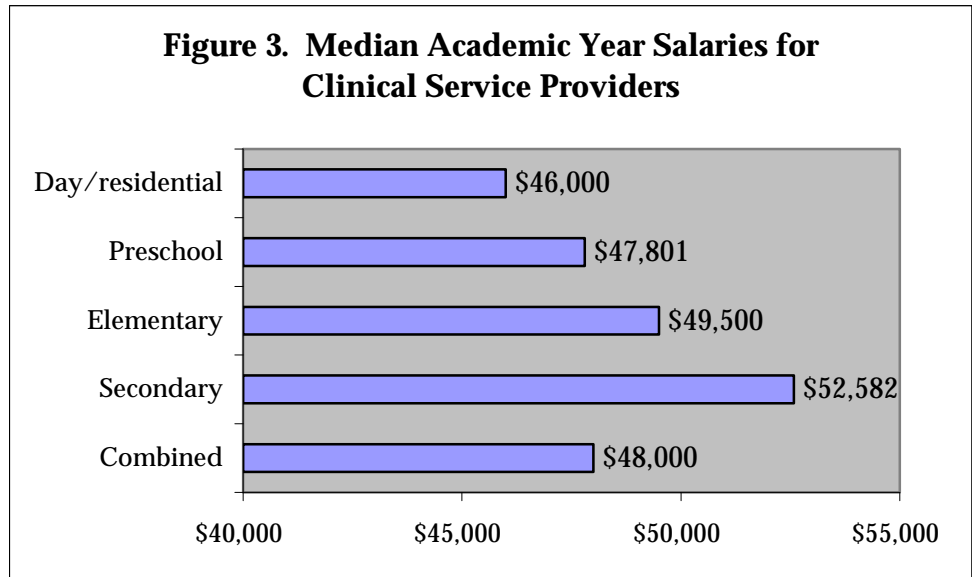
The highest average academic year salary in the west was in secondary schools (\$58,000). In the northeast, midwest, and south, the highest salaries were in secondary schools (\$59,900, \$52,750, and \$48,000, respectively) as shown in the Appendix, Table 4.

*Population
Density*

In the three types of facilities where there were sufficient data to make comparisons, speech-language pathologists had lower average academic year salaries in rural areas than in other types of locales. Specifically, median salaries in rural preschools and elementary schools were \$43,000; in rural combined schools, they were \$42,000.

The highest average academic year salary in both preschools (\$50,000) and elementary schools (\$51,500) were reported in suburban areas, but the highest salaries in secondary (\$56,000) and combined schools (\$54,000) were in metropolitan/urban areas (Appendix, Table 5).

*Primary
Employment
Function*



n = 1916

An overwhelming majority (90%) of speech-language pathologists who worked full time for an academic year reported that they were employed as clinical service providers. Their median salaries ranged from \$46,000 in day/residential schools to \$52,582 in secondary schools (Appendix, Table 6).

The only other group with enough numbers to be reported was special education teachers in elementary schools. Their average salary was \$51,000.



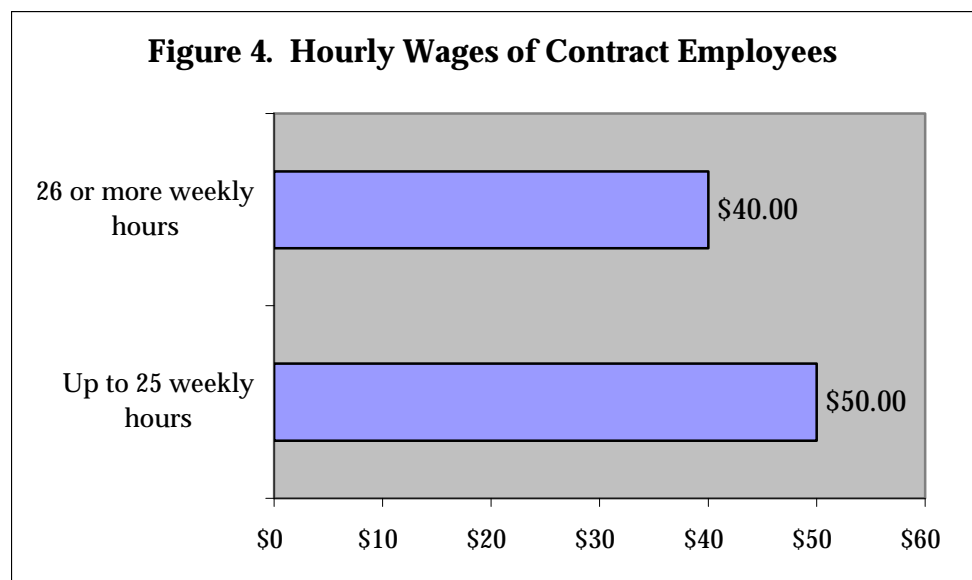
Calendar Year Salaries

As was pointed out earlier, few of the respondents (9%) to this survey were paid for working a calendar year (that is, for 11 or 12 months). The median average salary for speech-language pathologists who worked full time for a calendar year was \$54,000. There are insufficient numbers to describe differences by demographic characteristics as extensively as was the case for academic year salaries. The following are the exceptions:

- ◆ Salaries for those who worked a calendar year averaged \$50,500 in preschools, \$54,750 in elementary schools, and \$61,000 in combined schools (Appendix Table 2).
- ◆ Calendar year salaries in metropolitan/urban areas averaged \$58,000 ($n = 91$), declining to \$56,500 ($n = 73$) in suburban areas and \$49,500 in rural areas ($n = 32$).
- ◆ Calendar year salaries for clinical service providers averaged \$50,000 ($n = 37$) in preschools and \$51,000 ($n = 36$) in elementary schools.

Contract Employees

Speech-language pathologists who worked as contract employees constituted another small group that cannot be grouped by demographic characteristics. They were about evenly divided by the number of weekly hours they worked: 41 worked up to 25 hours a week, and 37 worked 26 or more hours. The average hourly wage for the group working fewer hours was 25% higher than the wage for the group working more hours.



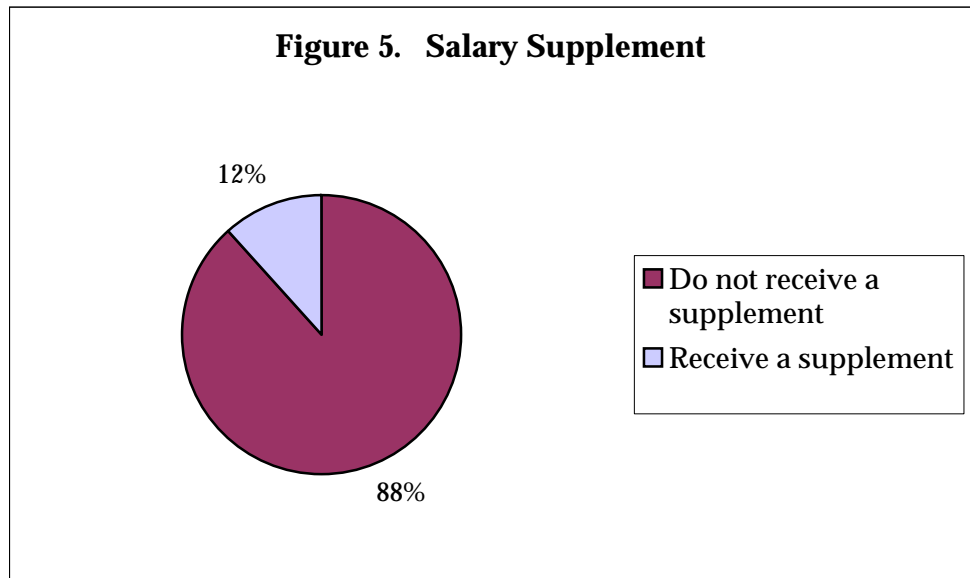
$n = 78$

Ancillary Income

Salary Supplement

The 2004 Schools Survey asked about two additional sources of income: salary supplements and reimbursement for continuing education expenses.

Salary supplements are premiums added to wages of those holding an ASHA Certificate of Clinical Competence. Nearly 12% of the speech-language pathologists who answered the question and who worked full or part time said that they received a salary supplement.

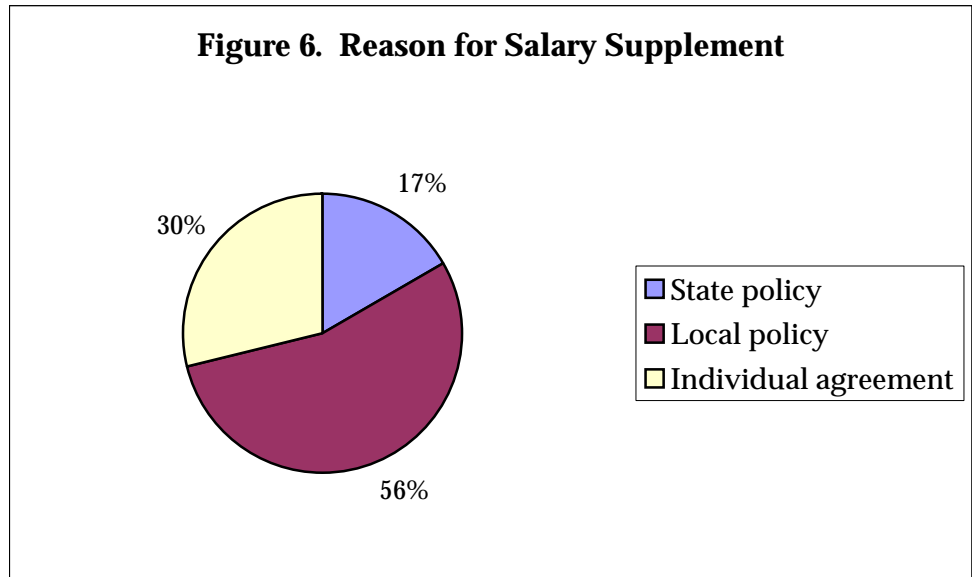


$n = 2571$

Speech-language pathologists in day/residential schools were more likely than those in any other type of facility to receive a supplement (13%). Least likely were individuals in secondary schools (9%) as indicated in Appendix, Table 7.

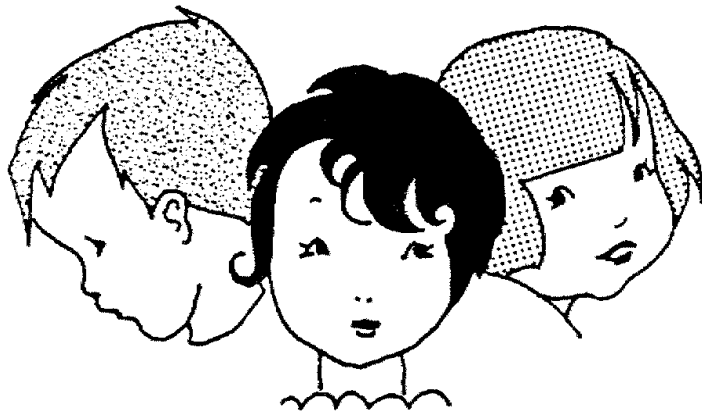


Salary Supplement Reason



n = 303

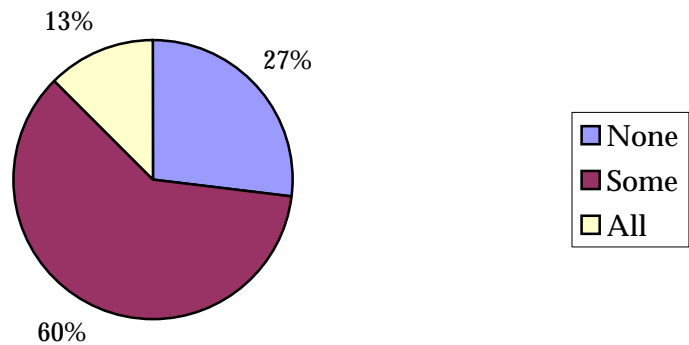
More than half of the speech-language pathologists who receive a supplement cited local policy as the reason. Only in preschools were individually negotiated agreements a more frequent reason than either local or state policy (Appendix, Table 8).



Continuing Education

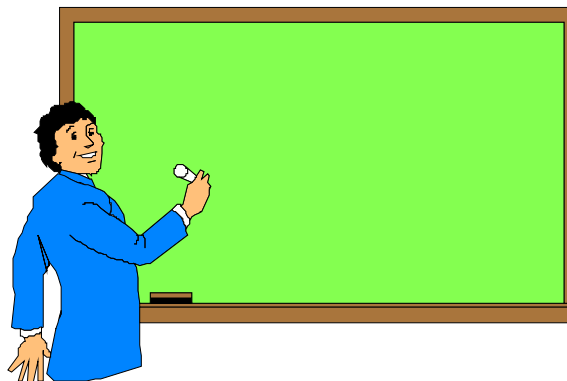
An additional source of income is reimbursement for continuing education expenses. More than half of the speech-language pathologists who were employed at least part time received some support (Appendix, Table 9) annually from their employers to attend continuing education offerings.

Figure 7. Continuing Education Financial Support



n = 2544

Individuals in day/residential schools were least likely to report that they had received no support (19%), whereas those in secondary schools were most likely to select that response (34%).



Survey Notes & Methodology

The twenty-year-old ASHA Omnibus Survey has been retired, replaced by surveys specific to work settings and/or professions in order to better meet affiliates' needs. This 2004 Schools Survey is the first of the replacements and melds topics from both the Omnibus Surveys and previous Schools Surveys.

Response Rate

The survey was mailed in February 2004 to a random sample of 4000 ASHA certified speech-language pathologists who were employed in school settings and who lived in the United States. Second and third mailings followed, at approximately 3- or 4-week intervals, to individuals who had not responded to earlier mailings.

Of the original 4000 speech-language pathologists in the sample, 15 were no longer employed in the field, 30 were retired, and 91 were ineligible for other reasons, leaving 3864 possible respondents. The actual number of respondents was 2692, resulting in a 69.7% response rate. The results presented in this report are based on responses from those 2692 individuals.

Other Reports

Results from the 2004 Schools Survey are reported in a series of reports:

- Demographic characteristics and a glossary of terms
- Caseload characteristics
- Salaries
- Workforce
- Frequencies of responses to all 39 questions on the survey

Suggested Citation

American Speech-Language-Hearing Association. (2004). *2004 Schools survey report: Salaries*. Rockville, MD: Author.

Supplemental Sources

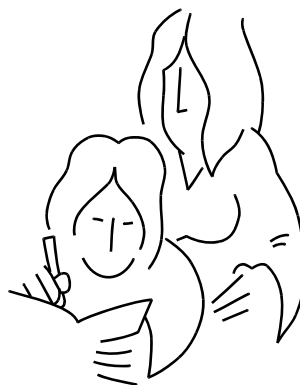
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American Speech-Language-Hearing Association. (1999). *Guidelines for the roles and responsibilities of the school based speech-language pathologist*. Rockville, MD: Author.



Additional Information

For additional information regarding the 2004 School Survey, please contact Kathleen Whitmire, Director of ASHA's School Services, at 301-897-5700, extension 4137 (kwhitmire@asha.org). To learn more about how the Association is working on behalf of school-based ASHA certified members, visit ASHA's Web site at <http://www.asha.org/members/slp/schools>

Appendix: Data Tables

Table 1: Salary Basis

Q. 11 In your <u>primary job</u> , are you paid on an annual or an hourly basis? Analyses limited to respondents who met the following criterion: ❖ CCC-SLP		
Response	Frequency	Valid Percent
Annual salary	2442	94.0
Hourly rate	155	6.0
Total	2597	

Table 2: Median Annual Salaries by Salary Basis and Facility

Q. 12 If you are paid on an annual salary basis, indicate the gross annual salary associated with your <u>principal</u> professional employment as of that date. (Include your annual salary <u>before</u> all deductions but do <u>not</u> include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions <u>should</u> be included.) Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Employed full time							
Median Annual Salary	Total	Day/ Residential	Preschool	Elementary	Secondary	Combined	Other
Academic year (9 or 10 months)							
Salary	\$50,000	\$46,000	\$48,500	\$50,000	\$53,000	\$48,500	\$56,000
<i>n</i>	1987	41	178	1156	139	408	38
Calendar year (11 or 12 months)							
Salary	\$54,000	<i>n</i> < 25	\$50,500	\$54,750	<i>n</i> < 25	\$61,000	\$62,000
<i>n</i>	197	23	48	44	7	31	40

Table 3: Median Annual Academic Year Salaries by Years of Experience

Q. 12 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full time
- ❖ Worked for 9-10 months per year (academic year)

Years of Experience	Day/Residential		Preschool		Elementary		Secondary		Combined		Other	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
1-3 years	5	<i>n</i> < 25	43	\$37,400	52	\$38,669	33	\$45,000	28	\$39,122	1	<i>n</i> < 25
4-6 years	7				167				\$40,000			
7-9 years	2		33	\$44,000	120	\$42,000			28	\$39,500	4	
10-12 years	2				95	\$45,000	25	\$52,000	52	\$44,500	1	
13-15 years	4		34	\$54,300	114	\$47,500			27	\$53,000	41	
16-18 years	6				93	\$52,000	37	\$48,000			3	
19-21 years	6		31	\$50,000	111	\$51,000	54	\$58,900	38	\$52,100	9	
22-24 years	2				124	\$56,000			48	\$53,000	7	
25-27 years	2		37	\$60,000	127	\$59,000	74	\$59,450	48	\$53,000	7	
28 or more years	5				151	\$60,000			74	\$59,450	6	

Table 4: Median Annual Academic Year Salaries by Region of the Country

Q. 12 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full time
- ❖ Worked for 9-10 months per year (academic year)

Region	Day/ Residential		Preschool		Elementary		Secondary		Combined		Other	
	n	Salary	n	Salary	n	Salary	n	Salary	n	Salary	n	Salary
Northeast	19	<i>n</i> < 25	37	\$49,000	267	\$59,000	43	\$59,900	82	\$54,000	11	<i>n</i> < 25
Middle Atlantic	17		22	<i>n</i> < 25	164	\$64,000	29	\$60,000	59	\$59,575	8	
New England	2		15		103	\$56,000	14	<i>n</i> < 25	23	<i>n</i> < 25	3	
Midwest	4		60	\$47,258	284	\$48,500	40	\$52,750	141	\$46,000	14	
E. N. Central	4		41	\$51,000	188	\$51,000	21	<i>n</i> < 25	86	\$50,000	7	
W. N. Central	0		19	<i>n</i> < 25	96	\$44,340	19		55	\$42,000	7	
South	15		46	\$43,500	403	\$43,583	26	\$48,000	112	\$43,000	8	
E. S. Central	0		8	<i>n</i> < 25	60	\$41,000	3	<i>n</i> < 25	17	<i>n</i> < 25	1	
S. Atlantic	12		24		232	\$46,000	18		46	\$45,000	6	
W. S. Central	3		14		111	\$41,487	5		49	\$42,500	1	
West	3		34	\$53,250	194	\$53,000	30	\$58,000	73	\$51,000	5	
Mountain	1		16	<i>n</i> < 25	81	\$48,500	13	<i>n</i> < 25	30	\$45,000	1	
Pacific	2		18		113	\$60,000	17		43	\$56,000	4	

Note: See 2004 Schools Survey report entitled *Survey Methodology, Respondent Demographics, and Glossary* for listing of states in each region.

Table 5: Median Annual Academic Year Salaries by Population Density

Q. 12 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full time
- ❖ Worked for 9-10 months per year (academic year)

Population Density	Day/Residential		Preschool		Elementary		Secondary		Combined		Other	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Metropolitan/urban	16	<i>n</i> < 25	39	\$49,000	270	\$50,000	39	\$56,000	86	\$54,000	7	<i>n</i> < 25
Suburban	23		89	\$50,000	611	\$51,500	77	\$53,000	156	\$50,800	24	
Rural	2		49	\$43,000	271	\$43,000	22	<i>n</i> < 25	163	\$42,000	7	

Table 6: Median Annual Academic Year Salaries by Primary Employment Function

Q. 12 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full time
- ❖ Worked for 9-10 months per year (academic year)

Function	Day/ Residential		Preschool		Elementary		Secondary		Combined		Other	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Clinical service provider	33	\$46,000	157	\$47,801	1065	\$49,500	124	\$52,582	356	\$48,000	20	<i>n</i> < 25
Special ed. teacher	2	<i>n</i> < 25	11	<i>n</i> < 25	67	\$51,000	13	<i>n</i> < 25	10	<i>n</i> < 25	1	
College/univ. faculty member	0		0		1	0	0					
Consultant	3		0		1	0	12					
Administrator/supervisor/dir.	3		3		11	1	24					
Other	0		5		7	1	6					

Table 7: Salary Supplements

Q. 16 Do you receive a salary supplement for having your ASHA Certificate of Clinical Competence (CCC)? (Percents)
 Analyses limited to respondents who met the following criteria:
 ❖ CCC-SLP
 ❖ Employed full time or part time

Response	Total	Day/ Residential	Preschool	Elementary	Secondary	Combined	Other
	(n = 2571)	(n = 82)	(n = 272)	(n = 1366)	(n = 174)	(n = 519)	(n = 117)
Yes	11.8	13.4	12.5	12.6	8.6	10.2	12.0
No (SKIP to Q. 18.)	88.2	86.6	87.5	87.4	91.4	89.8	88.0

Table 8: Source of Salary Supplements

Q. 17 IF YES, which of the following is the reason? (Circle all that apply.) (Columns may total more than 100% because multiple responses were allowed.)
 Analyses limited to respondents who met the following criteria:
 ❖ CCC-SLP
 ❖ Employed full time or part time
 ❖ Response to Q. 16 is "Yes."

Response	Total	Day/ Residential	Preschool	Elementary	Secondary	Combined	Other
	(n = 303)	(n = 11)	(n = 34)	(n = 172)	(n = 15)	(n = 53)	(n = 14)
State policy	17.2	n < 25	20.6	18.0	n < 25	17.0	n < 25
Local policy	56.4		35.3	58.1		58.5	
Individual agreement you negotiated with your school district	30.0		41.2	27.9		32.1	

Table 9: Financial Support for Continuing Education

Q. 17 How much financial support do you receive from your employer annually to attend Continuing Education (CE) offerings? (Percents)							
Analyses limited to respondents who met the following criteria:							
❖ CCC-SLP							
❖ Employed full time or part time							
Response	Total	Day/ Residential	Preschool	Elementary	Secondary	Combined	Other
	(n = 2544)	(n = 81)	(n = 267)	(n = 1351)	(n = 173)	(n = 514)	(n = 117)
None. I pay all costs.	27.0	18.5	25.1	27.3	34.1	24.3	33.3
Some	60.5	65.4	64.4	60.5	56.6	61.5	48.7
All. My CE expenses are fully paid.	12.5	16.0	10.5	12.2	9.2	14.2	17.9