



2010

Schools



SURVEY



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

SLP Annual Salaries and Hourly Wages

For additional information, please contact:
Jeanette Janota, Surveys & Information Team

American Speech-Language-Hearing Association
2200 Research Boulevard
Rockville, MD 20850-3289
800-498-2071, ext. 8738

jjanota@asha.org

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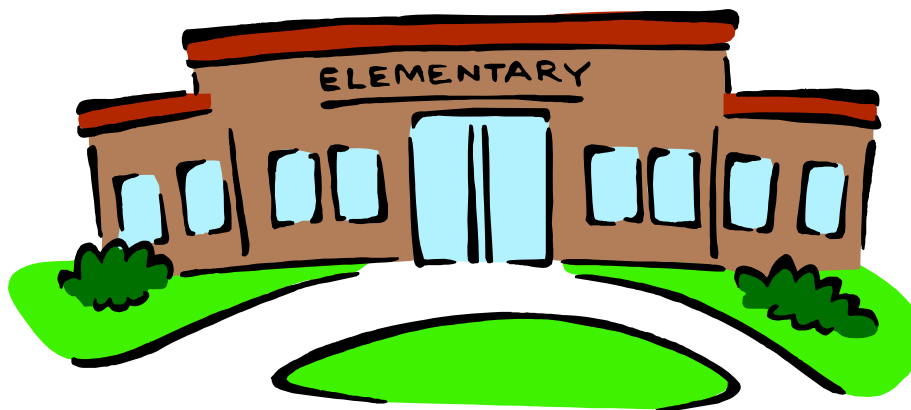
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Executive Summary

In the spring of 2010, 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 Omnibus and 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, preschool, elementary, secondary, and combined school settings.

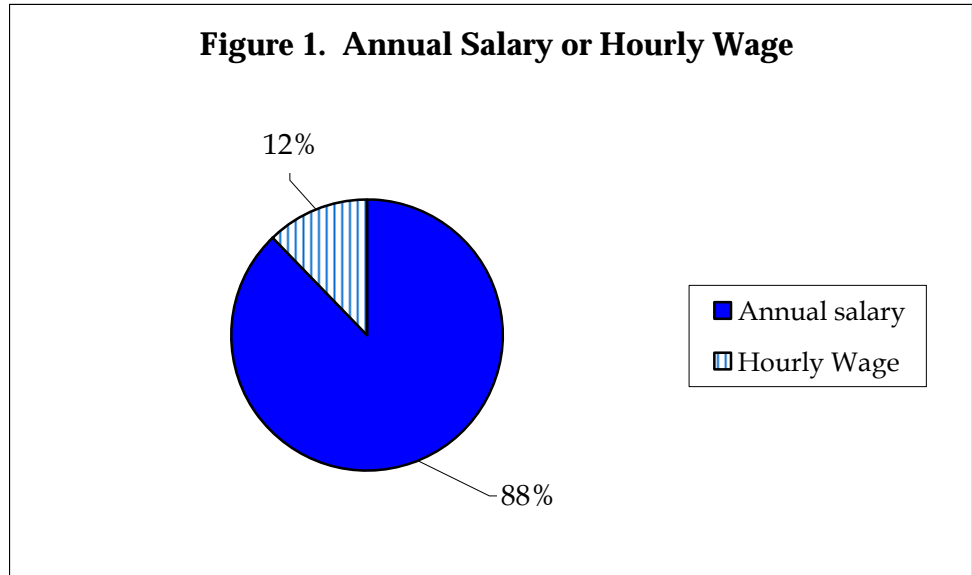
Overall Findings:

- ◆ 88% worked for an annual salary.
- ◆ 61% worked in elementary schools.
- ◆ Salaries for working 9 or 10 months averaged \$58,000 in elementary schools.
- ◆ Median academic-year salaries for clinical service providers ranged from \$55,934 in special day/residential schools to \$61,000 in secondary schools.
- ◆ Salaries increased with years of experience. The highest median academic-year salary was \$78,304 and was achieved by SLPs who worked in secondary schools and had 28 or more years of experience in the professions.
- ◆ New Jersey (\$80,000) reported the highest median academic-year salary, Missouri the lowest (\$44,000).
- ◆ Rural salaries tended to be lower than suburban or urban salaries.
- ◆ Salaries for working 11 or 12 months averaged \$65,000.
- ◆ The median hourly wage was \$50.00.
- ◆ More SLPs received a supplement for having the CCCs than for any other reason.
- ◆ For those with student debt, the median amount was \$25,000.

Salaries

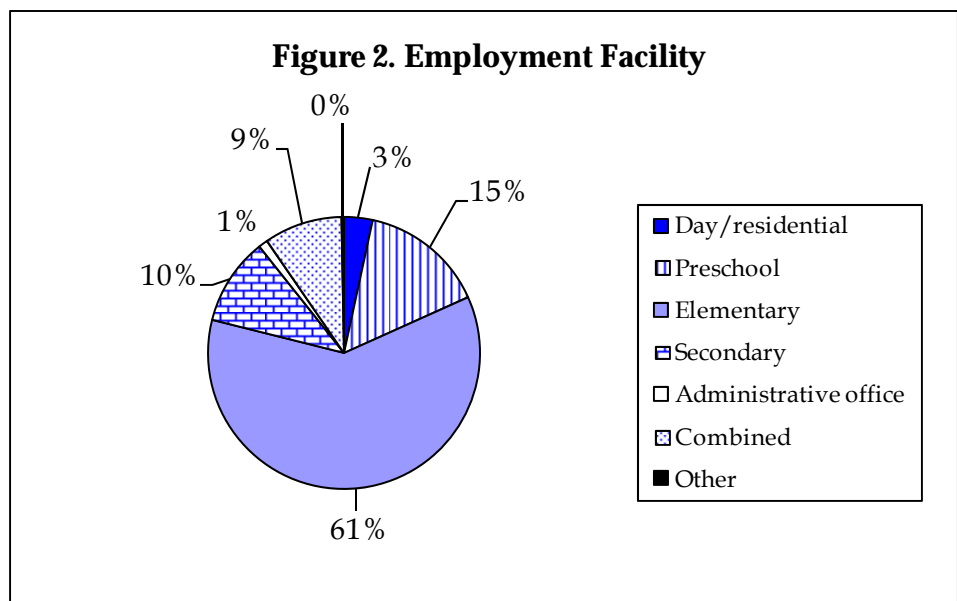
Salary Basis

Of the 2,418 SLPs who disclosed their salary basis, 2,126 (88%) reported that they worked for an *annual salary* and 292 (12%) for an *hourly wage* (see Figure 1 and Appendix Table 1). Of the latter group, 195 were contract employees.



n = 2,418

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 = 2,400

Excluded Groups

Over 90% of SLPs 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 a *calendar year* or who worked for an *hourly wage* 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 in this report are limited to SLPs who worked for an academic year and were paid an annual salary.

The 25 SLPs who worked in an *administrative office* have been included where totals are reported but are listed as a separate category of facility only where all 25 provided the necessary additional information, such as their years of experience and the state in which they were employed.

The few who worked in an “*other*” type of facility have been excluded from the report as a separate group. 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.

The 22 SLPs who reported that they held a *doctoral degree* are also included where totals are reported but not as a separate category of highest degree. Likewise, the 23 *contract* employees and 3 *owners* of office-based or contract-based private practices who were employed full-time and received an annual wage are included only as part of the total but not as a separate group.

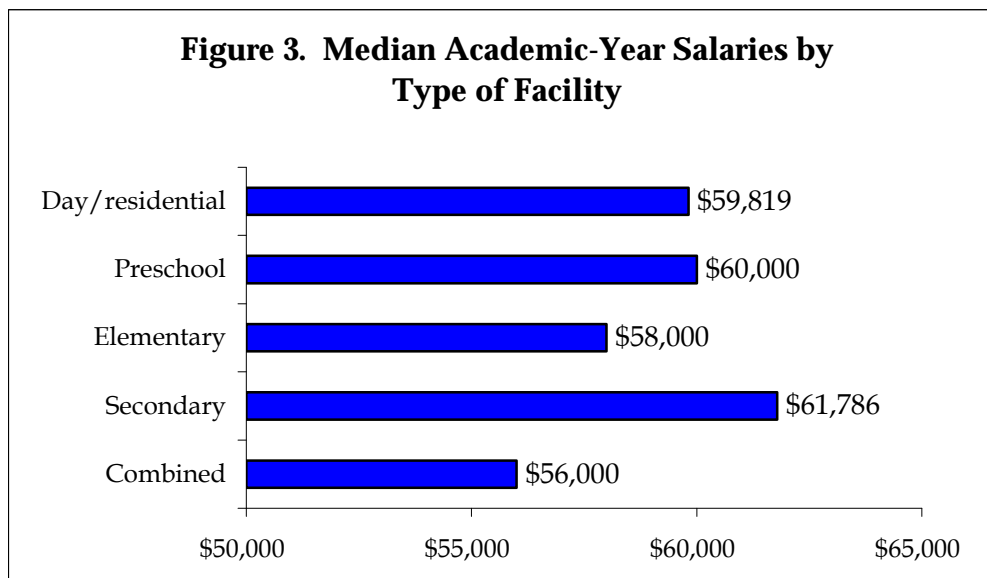


Clinical fellows are completely missing from the report because the respondents were sampled from ASHA-certified SLPs, and clinical fellows are not yet certified.

Academic-Year Salaries

Primary Employment Facility

Median salaries for an *academic* year ranged from \$56,000 in combinations of facilities to \$61,786 in secondary schools (see Figure 3 and Appendix Table 3).



n = 1,548

Primary Employment Function

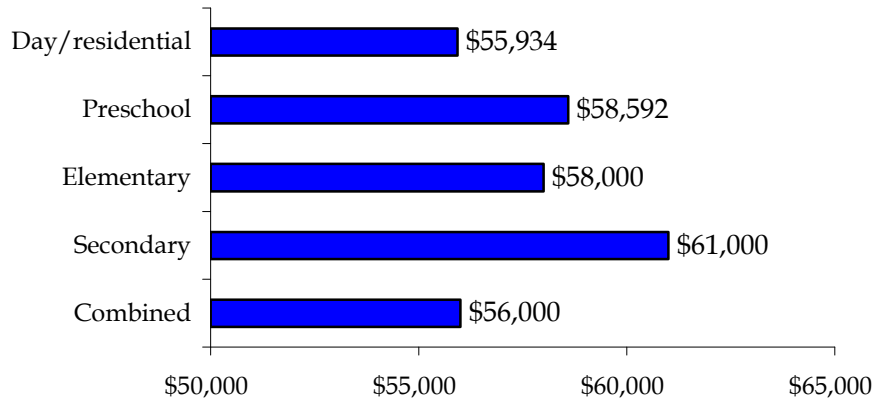
The overwhelming majority (93%) of SLPs who worked full-time for an academic year reported that they were employed as *clinical service providers*. Their median salaries ranged from \$55,934 in special day/residential schools to \$61,000 in secondary schools (see Figure 4 and Appendix Table 4).

The median academic-year salary for *administrators* was \$63,000 (*n* = 42; data not in any table).

The only other group with sufficient numbers to be reported by function and facility was *special education teachers* in elementary schools. Their average academic-year salary was \$58,208 (see Appendix Table 4).



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

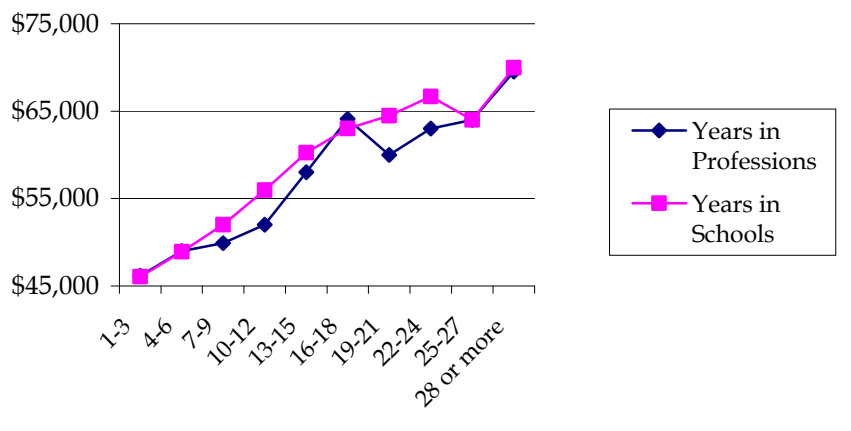


n = 1,431

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 = 978 (years in professions), *n* = 987 (years in schools)

Where there were sufficient respondents to report results, the highest median academic-year salaries were achieved with *28 or more years* of experience in the *professions*: \$73,000 in preschools, \$69,502 in elementary schools, \$78,304 in secondary schools, and \$60,629 in combined facilities (see Appendix Table 5).

The pattern was similar for years of experience in the *schools*: \$69,946 in elementary schools and \$61,505 in combined settings. However, the highest average salary in preschools was \$77,010 with 19 to 24 years of experience; in secondary schools the highest salary was \$76,906 for those with 25 or more years of experience (see Appendix Table 6).

Region of the Country

The range of median annual academic-year salaries in the *Northeast* was small (\$69,639 to \$70,000), with the higher salaries being reported for elementary and secondary schools. The highest average salary in both the *Midwest* and the *West* was in secondary schools (\$60,091 and \$70,760, respectively). The highest median salaries in the *South* were in combined school facilities (\$56,000), as shown in Appendix Table 7. A breakdown of the regions of the country is shown in the Appendix on page 14.



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* (New Jersey, Connecticut, California, and New York), and two had medians *below \$50,000* (Arkansas and Missouri; see Table 1 and Appendix Table 8).

Population Density

Table 1. Median Academic-Year Salaries by State

New Jersey	\$80,000	Georgia	\$54,000
Connecticut	\$77,000	Texas	\$53,806
California	\$75,000	Wisconsin	\$52,721
New York	\$70,300	Kentucky	\$51,106
Massachusetts	\$65,000	Florida	\$50,000
Michigan	\$65,500	Indiana	
Maryland	\$64,536	Louisiana	
Ohio	\$60,000	North Carolina	
Minnesota	\$59,996	Arkansas	\$45,000
Pennsylvania	\$58,000	Missouri	\$44,000
Illinois	\$56,824		

n = 1,191

In 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, the median salary in rural preschools was \$50,000; in rural elementary schools, the median was \$51,000; in rural secondary schools, \$53,000; and in rural combined school settings, \$53,104.



The *highest* average academic-year salaries in both secondary schools (\$65,089) and combined school settings (\$60,000) were reported in metropolitan/urban areas, while the highest salaries in preschools (\$65,000) were in suburban areas. In elementary schools, metropolitan/urban and suburban areas shared the highest salaries: (\$62,000; see Appendix Table 9).

Calendar-Year Salaries

Only 7% 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 \$65,000 (see Appendix Table 3). 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:

- ◆ Median salaries for a *calendar year* averaged \$56,737 in preschools and \$65,118 in elementary schools (see Appendix Table 3).
- ◆ *Clinical service providers* who worked for a calendar year reported a median salary of \$60,000 ($n = 108$). More specifically, calendar-year salaries averaged \$54,465 ($n = 31$) for clinical service providers in preschools and \$62,000 ($n = 36$) 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 \$83,000 ($n = 39$).
- ◆ Median salaries were \$63,251 ($n = 63$) in *metropolitan/urban* areas and \$68,192 ($n = 66$) in *suburban* areas for SLPs who worked for a calendar year.



Hourly Wages

The median hourly wage reported by SLPs was \$50.00 ($n = 287$), and the median number of weekly hours worked was 24 ($n = 279$; none of the data in this section are reported in any table).

- ◆ The median hourly wage was \$51.50 ($n = 57$) in preschools and \$50.00 in elementary ($n = 157$) and combined ($n = 34$) schools.
- ◆ SLPs who worked up through 24 hours a week earned \$57.60 ($n = 35$) in preschools and \$50.00 ($n = 70$) in elementary schools. Those who worked more than 24 hours earned \$48.85 ($n = 76$) in elementary schools.
- ◆ *Clinical service providers* reported an average wage of \$50.00 ($n = 267$). When they were divided into two groups, those who worked up through 24 hours per week received \$52.00 ($n = 128$), and those working more hours earned \$46.41 ($n = 122$).
- ◆ SLPs earned a median wage of \$45.00 ($n = 126$) in *suburban* areas, \$50.00 ($n = 92$) in *metropolitan/urban* areas, and \$55.00 ($n = 66$) in *rural* areas. In each of the three types of communities, SLPs who worked more than the median number of hours weekly (i.e., 24) received a lower hourly wage than those who worked fewer hours (see Table 2).

Population Density	≤24 Hours Per Week	>24 Hours Per Week
Metropolitan/urban	\$53.30	\$45.22
Suburban	\$47.78	\$42.00
Rural	\$60.00	\$50.00

$n = 265$

- ◆ *Salaried* employees earned an average of \$35.00 ($n = 47$) per hour. *Contract* employees (e.g., per diem or temporary) averaged \$50.00 ($n = 191$), and *owners* (e.g., office-based or contract-based private practice) earned an average of \$60.39 ($n = 45$). The median wage was \$58.59 ($n = 34$) for contract employees in preschools and \$50.00 ($n = 110$) for those in elementary schools.

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 and frequency (see Appendix Table 10).

- ◆ More SLPs received a supplement for having their Certificate of Clinical Competence (*CCC*) than for any other reason.
 - 13% received it annually with no cap on years.
 - 4% received it annually but with the number of years capped.
 - 5% received it one time.
- ◆ The second most common reason for receiving a supplement was for *extra work*, such as Medicaid billing or supervision.
 - 6% received it annually with no cap on years.
 - 1% received it annually but with a cap on years.
 - 4% received it one time.
- ◆ Approximately 6% received a *recruitment/retention bonus*, and fewer than 1% received a bonus for providing *bilingual services*.



Student Debt

The median *amount* of student debt for the 584 SLPs who said they owed some money was \$25,000. Differences by facility were not significant (see Appendix Table 11).

The median *year* in which they expected to have their student debt paid off was 2020. Again, differences by facility were not significant (see Appendix Table 11).

Survey Notes and Methodology

Response Rate

The 20-year-old ASHA Omnibus Survey has been retired, replaced by surveys specific to work settings and/or professions to better meet affiliates' needs. This 2010 Schools Survey is one of the replacements and melds topics from both the Omnibus Surveys and previous Schools Surveys.

The survey was mailed in February 2010 to a random sample of 4,000 ASHA-certified SLPs and 500 ASHA-certified audiologists who were 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*, 5 had bad addresses, 21 were retired, and 115 were ineligible for other reasons, leaving 4,359 possible respondents. The actual number of respondents was 2,826, resulting in a 64.8% response rate.

Of the original 4,000 *SLPs* in the sample, 5 had bad mailing addresses, 17 were retired, and 96 were ineligible for other reasons, leaving 3,882 possible respondents. The actual number of respondents was 2,544, resulting in a 65.5% response rate among SLPs. The results presented in this report are based on responses from the 2,544 SLPs.

Other Reports

Results from the 2010 Schools Survey are presented in a series of reports for SLPs:

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

and one for educational audiologists:

- Survey Summary Report-Educational Audiologists

Suggested Citation

American Speech-Language-Hearing Association. (2010). *2010 Schools Survey report: SLP annual salaries and hourly wages*. Available from www.asha.org/research.

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, 2010-11 edition*, Speech-Language Pathologists. Available from www.bls.gov/oco/ocos099.htm.
- ◆ www.capcsd.org/survey/2007/2005-2006CAPCSDPreliminarySalarySurveyData.pdf.

And, to compare costs of living:

- ◆ <http://cgi.money.cnn.com/tools/costofliving/costofliving.html>
- ◆ www.bestplaces.net/col/

Additional Information

For additional information regarding the 2010 Schools Survey, please contact Deborah Adamczyk, Director of ASHA's School Services, at 800-498-2071, ext. 5690; e-mail: dadamczyk@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 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	2,126	87.9
Hourly rate	292	12.1
Total	2,418	

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 = 2,400)
Special day/residential school	3.4
Pre-elementary (preschool)	14.9
Elementary school	60.7
Secondary school (middle school, junior high, senior high)	10.4
Administrative office	1.1
Combination from the above list	9.3
Other, specify	0.3

Table 3: Median Annual Salaries by Salary Basis and Facility

<p>Q. 12 Your annual income from your job includes salary, bonuses, and commissions. If you are paid on an <u>annual salary basis</u>, what is your annual income, before deductions, for your main job? (Median gross annual income, February 2010)</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 Salary	Total	Day/ Residential	Preschool	Elementary	Secondary	Combined
Work 9–10 months (academic year)						
	(n = 1,574)	(n = 35)	(n = 194)	(n = 1,020)	(n = 169)	(n = 130)
Median	\$58,000	\$59,819	\$60,000	\$58,000	\$61,786	\$56,000
Work 11–12 months (calendar year)						
	(n = 155)	(n = 18)	(n = 40)	(n = 47)	(n = 12)	(n = 24)
Median	\$65,000	n < 25	\$56,737	\$65,118	n < 25	n < 25

Table 4: Median Annual Academic-Year Salaries by Function

Q. 12 Your annual income from your job includes salary, bonuses, and commissions. If you are paid on an annual salary basis, what is your annual income, before deductions, for your main job? (Median gross annual income, February 2010)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

Function	Day/ Residential		Preschool		Elementary		Secondary		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Clinical service provider	31	\$55,934	175	\$58,592	968	\$58,000	149	\$61,000	108	\$56,000
Special education teacher	1	<i>n</i> < 25	9	<i>n</i> < 25	35	\$58,208	13	<i>n</i> < 25	5	<i>n</i> < 25
Consultant	1		2		0	1				
Administrator/ supervisor/ director	1		5		9	4				
Other	0		2		2	0				

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

Q. 12 Your annual income from your job includes salary, bonuses, and commissions. If you are paid on an annual salary basis, what is your annual income, before deductions, for your main job? (Median gross annual income, February 2010)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

Years of Experience	Day/Residential		Preschool		Elementary		Secondary		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
1-3 years	0	<i>n</i> < 25	39	\$47,000	80	\$46,184	33	\$47,124	27	\$45,174
4-6 years	7				122	\$49,000				
7-9 years	3		33	\$55,022	109	\$49,886	36	\$60,000	28	\$52,011
10-12 years	4				135	\$52,000				
13-15 years	0		32	\$55,001	81	\$58,000	30	\$58,069	8	<i>n</i> < 25
16-18 years	3				83	\$64,116			9	
19-21 years	2		26	\$66,753	56	\$60,000	26	\$65,000	6	
22-24 years	2				52	\$63,000			8	
25-27 years	5		15	<i>n</i> < 25	78	\$64,000			10	
28 or more years	8		36	\$73,000	182	\$69,502	38	\$78,304	25	\$60,629

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

Q. 12 Your annual income from your job includes salary, bonuses, and commissions. If you are paid on an annual salary basis, what is your annual income, before deductions, for your main job? (Median gross annual income, February 2010)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

Years of Experience	Day/Residential		Preschool		Elementary		Secondary		Combined		
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	
1-3 years	2	<i>n</i> < 25	45	\$49,701	105	\$46,057	17	<i>n</i> < 25	39	\$47,878	
4-6 years	4		28	\$53,210	141	\$48,921	29	\$48,489			
7-9 years	3				27	\$59,714	130	\$52,002	45	\$62,000	30
10-12 years	5		158	\$55,962							
13-15 years	2		29	\$56,347	73	\$60,231	26	\$59,719	8	6	<i>n</i> < 25
16-18 years	6				70	\$63,000					
19-21 years	3		26	\$77,010	63	\$64,490					
22-24 years	0				52	\$66,685					
25-27 years	3		8	<i>n</i> < 25	53	\$64,000	29	\$76,906	6		
28 or more years	7		27	\$72,074	142	\$69,946				25	\$61,505

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

Q. 12 Your annual income from your job includes salary, bonuses, and commissions. If you are paid on an annual salary basis, what is your annual income, before deductions, for your main job? (Median gross annual income, February 2010)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

Region	Day/ Residential		Preschool		Elementary		Secondary		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Northeast	17	<i>n</i> < 25	51	\$69,639	235	\$70,000	54	\$70,000	17	<i>n</i> < 25
Middle Atlantic	14		34	\$70,000	155	\$70,000	36	\$70,079	8	
New England	3		17	<i>n</i> < 25	80	\$68,000	17	1	9	
Midwest	4		60	\$53,000	282	\$56,127	46	\$60,091	39	\$53,602
E. N. Central	3		32	\$58,620	199	\$60,000	30	\$60,734	27	\$54,286
W. N. Central	1		27	\$50,000	82	\$52,973	16	<i>n</i> < 25	12	<i>n</i> < 25
South	11		41	\$51,636	333	\$51,000	41	\$50,000	45	\$56,000
E. S. Central	1		8	<i>n</i> < 25	59	\$48,407	6	<i>n</i> < 25	4	<i>n</i> < 25
S. Atlantic	11		20		165	\$52,000	22		22	
W. S. Central	0		13		110	\$51,000	13		19	
West	3		42	\$65,000	171	\$65,000	28	\$70,760	30	\$62,776
Mountain	0		14	<i>n</i> < 25	58	\$58,000	11	<i>n</i> < 25	12	<i>n</i> < 25
Pacific	3		29	\$70,000	113	\$70,000	16		18	

Table 8: Median Annual Academic-Year Salaries by State

Q. 12 Your annual income from your job includes salary, bonuses, and commissions. If you are paid on an annual salary basis, what is your annual income, before deductions, for your main job? (Median gross annual income, February 2010)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

State	\$	n	State	\$	n	State	\$	n	State	\$	n
AK		3	ID		7	MT		5	RI		9
AL		14	IL	\$56,824	97	NC	\$50,000	37	SC		19
AR	\$45,000	25	IN	\$50,000	29	ND		7	SD		4
AZ		20	KS		23	NE		14	TN		20
CA	\$75,000	127	KY	\$51,106	29	NH		13	TX	\$53,806	78
CO		22	LA	\$50,000	29	NJ	\$80,000	51	UT		12
CT	\$77,000	33	MA	\$65,000	59	NM		18	VA		22
DC		2	MD	\$64,536	34	NV		6	VT		3
DE		3	ME		8	NY	\$70,300	141	WA		23
FL	\$50,000	70	MI	\$65,500	59	OH	\$60,000	57	WI	\$52,721	52
GA	\$54,000	44	MN	\$59,996	41	OK		23	WV		15
HI		6	MO	\$44,000	36	OR		24	WY		5
IA		12	MS		14	PA	\$58,000	63			

Table 9: Median Annual Academic-Year Salaries by Population Density

Q. 12 Your annual income from your job includes salary, bonuses, and commissions. If you are paid on an annual salary basis, what is your annual income, before deductions, for your main job? (Median gross annual income, February 2010)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

Population Density	Day/ Residential		Preschool		Elementary		Secondary		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Metropolitan/urban	10	<i>n</i> < 25	45	\$56,000	238	\$62,000	57	\$65,089	41	\$60,000
Suburban	23		108	\$65,000	471	\$62,000	86	\$60,850	40	\$58,598
Rural	2		40	\$50,000	295	\$51,000	25	\$53,000	45	\$53,104

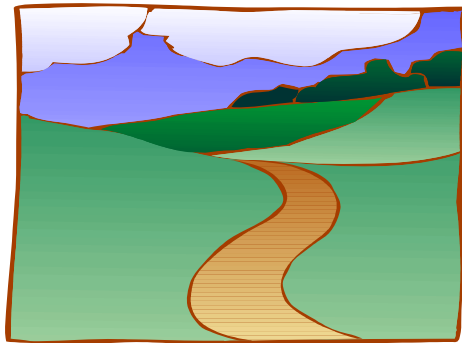


Table 10: Salary Supplements

Q. 16 Do you receive a salary supplement, stipend, bonus, or other type of “salary upgrade” for any of the following reasons? If so, how often do you receive it? <i>Select one response for each row.</i> (Percentages)						
Analyses limited to respondents who met the following criterion:						
❖ CCC-SLP						
Response	Total	Day/ Residential	Preschool	Elementary	Secondary	Combined
	(n ≥ 2,079)	(n ≥ 69)	(n ≥ 307)	(n ≥ 1,260)	(n ≥ 211)	(n ≥ 190)
CCCs						
No	78.2	82.4	80.2	78.6	78.3	73.0
One time	5.2	8.1	8.3	4.5	3.9	5.6
Annual, # of years capped	4.0	1.4	1.5	4.2	4.3	7.0
Annual, no cap on years	12.5	8.1	10.1	12.8	13.5	14.4
Statistical significance	Too many cells (21%) have expected count less than 5.					
Extra work (Medicaid billing, supervision, etc.)						
No	88.5	91.7	92.7	88.3	86.8	82.8
One time	4.3	4.2	3.5	4.5	5.0	2.9
Annual, # of years capped	0.9	0.0	1.0	1.0	0.5	2.0
Annual, no cap on years	6.2	4.2	2.9	6.2	7.7	12.3
Statistical significance	Too many cells (38%) have expected count less than 5.					
Recruitment/retention bonus						
No	93.9	90.0	93.9	94.5	96.7	89.8
One time	3.3	8.6	3.8	2.7	0.9	7.1
Annual, # of years capped	1.1	1.4	1.0	1.1	0.9	0.0
Annual, no cap on years	1.7	0.0	1.3	1.7	1.4	3.1
Statistical significance	Too many cells (46%) have expected count less than 5.					

(Table 10 continues on page 24.)

Table 10 (Cont'd.): Salary Supplements

Q. 16 Do you receive a salary supplement, stipend, bonus, or other type of “salary upgrade” for any of the following reasons? If so, how often do you receive it? *Select one response for each row.* (Percentages)
 Analyses limited to respondents who met the following criterion:
 ❖ CCC-SLP

Response	Total (n ≥ 2,079)	Day/ Residential (n ≥ 69)	Preschool (n ≥ 307)	Elementary (n ≥ 1,260)	Secondary (n ≥ 211)	Combined (n ≥ 190)
Bilingual services						
No	99.1	100.0	99.3	99.1	100.0	99.5
One time	0.3	0.0	0.3	0.3	0.0	0.0
Annual, # of years capped	0.0	0.0	0.0	0.1	0.0	0.0
Annual, no cap on years	0.5	0.0	0.3	0.5	0.0	0.5
Statistical significance	Too many cells (71%) have expected count less than 5.					



Table 11: Student Debt

Q. 17 Approximately what is your current unpaid student debt, and in what year (e.g., 2015) do you expect to have it paid off? Enter \$0 if none.						
Analyses limited to respondents who met the following criteria:						
		❖ CCC-SLP				
		❖ Debt of at least \$1				
Debt Amount	Total	Day/ Residential	Preschool	Elementary	Secondary	Combined
	(n = 584)	(n = 30)	(n = 82)	(n = 353)	(n = 61)	(n = 51)
25th percentile	\$12,000	\$16,000	\$10,000	\$12,000	\$13,992	\$16,203
50th percentile (Median)	\$25,000	\$38,275	\$23,000	\$24,000	\$30,000	\$33,587
75th percentile	\$45,000	\$51,681	\$38,558	\$42,000	\$47,000	\$60,000
Mean	\$32,162	\$34,969	\$29,695	\$31,441	\$31,768	\$40,741
Standard deviation	\$27,142	\$22,710	\$25,010	\$27,994	\$21,275	\$32,437
Mode	\$20,000	\$60,000	\$20,000	\$20,000	\$30,000	\$12,000
Statistical significance		$F(4, 572) = 1.6, p = .174$				
Debt Payoff Year	(n = 491)	(n = 22)	(n = 69)	(n = 303)	(n = 52)	(n = 41)
25th percentile	2015	<i>n</i> < 25	2015	2015	2015	2016
50th percentile (Median)	2020		2020	2020	2020	2020
75th percentile	2026		2025	2026	2030	2025
Mean	2021		2021	2021	2022	2021
Standard deviation	8		7	8	8	7
Mode	2020		2020	2020	2020	2020