

SLP Annual Salaries and Hourly Wages

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ASHA 2020 Schools Survey: Annual Salaries and Hourly Wages Report

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Executive Summary

In Spring 2020, 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, and a combination of types of facilities.

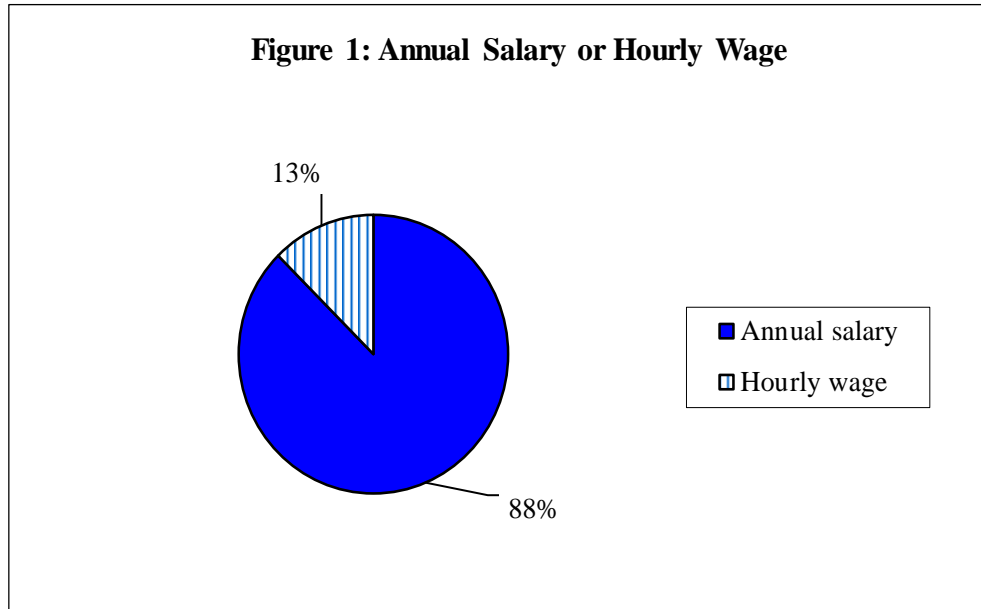
Overall Findings

- 88% worked for an annual salary.
- 59% worked in elementary schools.
- The median salary for working 9 or 10 months was \$66,000.
- Median academic-year salaries for clinical service providers ranged from \$63,000 in combinations of schools to \$75,000 in secondary schools.
- Salaries increased with years of experience in the profession and years of experience in the schools.
- Salaries in cities/urban areas and suburban areas tended to be higher than those in rural areas.
- California reported the highest median academic-year salary (\$95,000); North Carolina reported the lowest (\$54,060).
- Median academic-year salaries were highest in the Pacific states (\$90,000).
- The median salary for working 11 or 12 months was \$80,000.
- The median hourly wage was \$54.00, and the median number of hours worked weekly was 20.5.
- The median hourly wage for contract employees who worked more than 20.5 hours per week was \$50.00.
- The median amount of unpaid student debt was \$40,000.

Salaries

Salary Basis

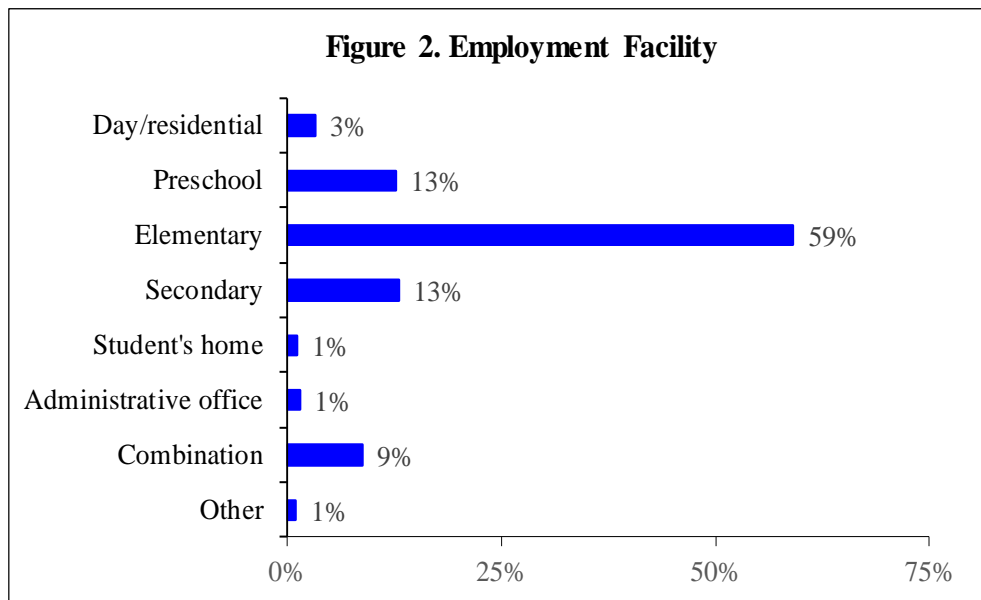
Based on the 1,715 SLPs who disclosed their salary basis, we estimate that 88% of school-based SLPs receive an annual salary and 13% receive an hourly wage (see Figure 1 and Appendix Table B1). Of the latter group, 161 were contract employees.



Note. $n = 1,715$. Because of rounding, percentages may not total exactly 100%.

Primary Employment Facility

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).



Note. $n = 1,717$.

Excluded Groups

Ninety percent of SLPs who were employed full time and received 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 relatively small, analyzing those groups according to demographic characteristics would result in subsets of data with fewer 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, even though 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 18 SLPs who worked in a student’s home, the 24 who worked in an administrative office, the 16 who worked in an *other* type of facility, and the 38 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.

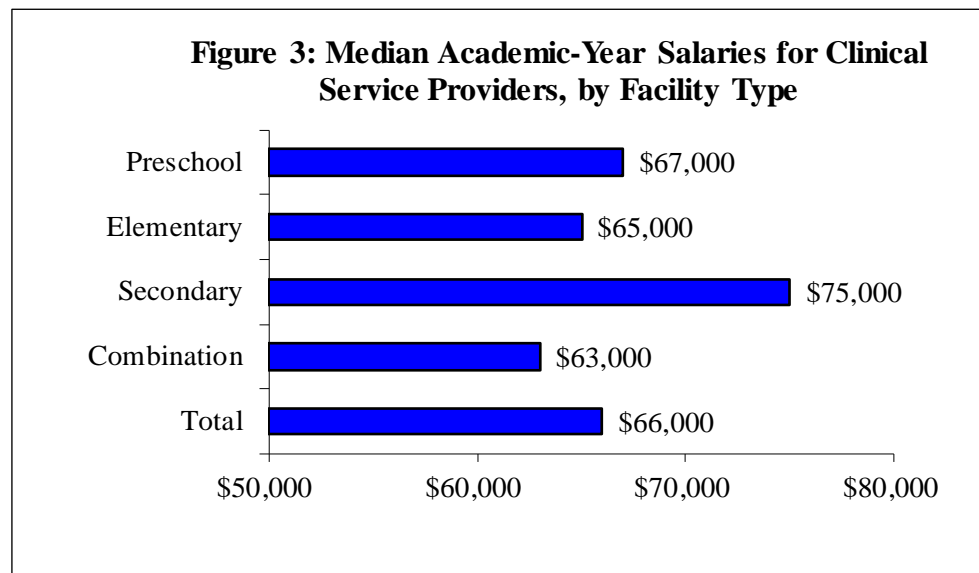
Clinical Fellows are excluded from the report because the respondents were sampled from ASHA-certified SLPs, and Clinical Fellows are not yet certified.

Academic-Year Salaries

The overall academic-year median salary (i.e., middle or 50th percentile) for SLPs who were employed full time was \$66,000, and the average (mean) was \$69,765. Mean salaries were highest in secondary schools and lowest in combinations of schools ($p = .000$; see Table B2).

Primary Employment Function

The overwhelming majority (88%) of SLPs who worked full time for an academic year reported that they were employed as clinical service providers. Their median salaries ranged from \$63,000 in combinations of schools to \$75,000 in secondary schools (see Figure 3).

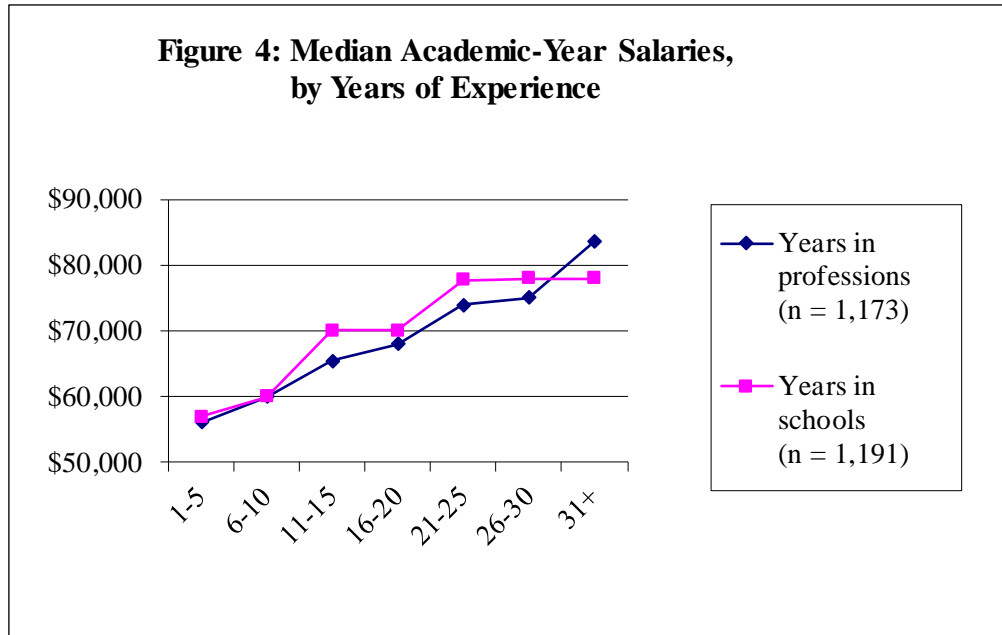


Note. $n = 1,193$.

Years of Experience

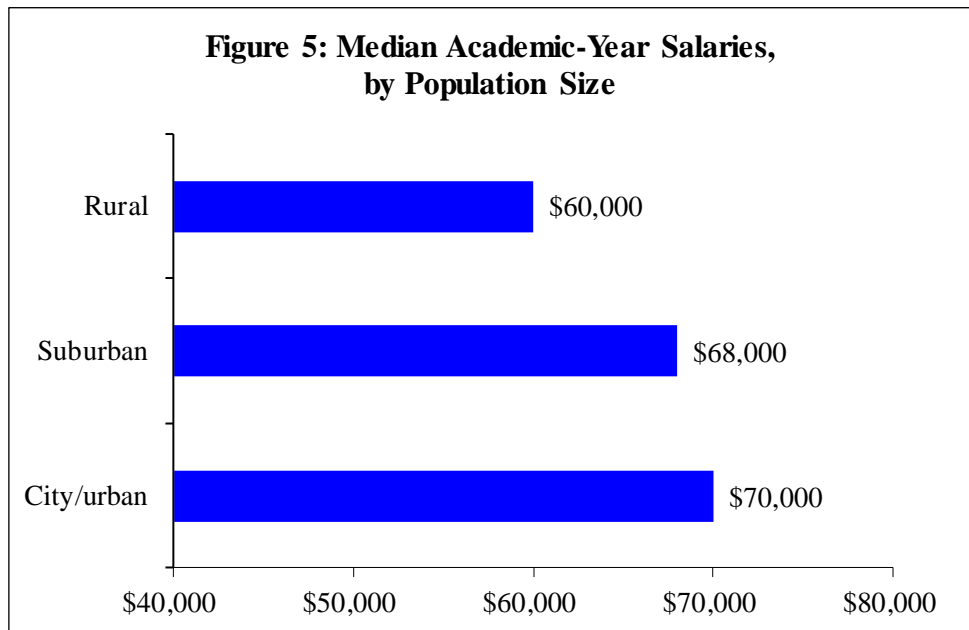
The median academic-year salary was \$79,177 for diagnosticians ($n = 44$) and \$62,000 for special education teachers ($n = 37$; not shown in any table).

Figure 4 shows academic-year full-time salaries for (a) years of experience in the profession and (b) years of experience in the schools. Salaries increase with experience but not in a straight line.



Population Size

SLPs who worked in cities or urban areas or in the suburbs had the highest median academic-year salaries (see Figure 5).



Note. $n = 1,183$.

State

Approximately 30% ($n = 16$) of the states had sufficient numbers of respondents to allow reporting of median academic-year salaries. Of that group, the highest median salary was in California, and the lowest was in North Carolina (see Table 1).

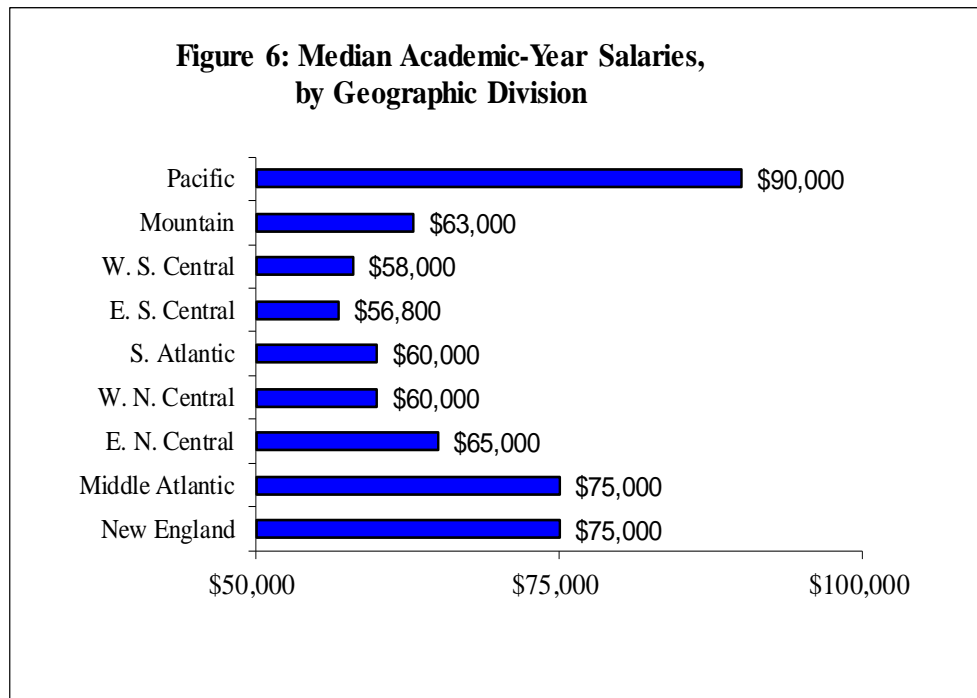
Table 1: Median Academic-Year Salaries, by State

State	Salary	State	Salary
California	\$95,000	Georgia	\$63,500
Massachusetts	\$80,000	Texas	\$63,000
New York	\$79,913	Ohio	\$62,000
New Jersey	\$75,000	Michigan	\$61,444
Illinois	\$70,440	Virginia	\$61,248
Minnesota	\$70,000	Missouri	\$59,436
Pennsylvania	\$65,000	Florida	\$59,500
Wisconsin	\$64,000	North Carolina	\$54,060

Note. n = 801.

Geographic Area

SLPs in the Pacific states had the highest median annual salaries, and those in the East South Central states had the lowest (see Figure 6 and Appendix A for a list of states in each of the nine divisions).



Note. n = 1,194.

Highest Degree

Because only 18 SLPs with doctoral degrees worked full time and reported an annual, academic-year salary, data based on highest degree cannot be reported.

Sex

Median academic-year salaries were \$66,000 for females ($n = 1,161$) and \$65,000 for males ($n = 25$) who worked full time. Because the number of males was small, sex cannot be divided by facility, function, or other variables to present data in finer detail.



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 mean salary was \$80,671, and their median salary was \$80,000 (see Table B2). 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 were \$89,000 in elementary schools and \$75,000 in preschools (see Table B2).
- Clinical service providers who worked for a calendar year reported a median salary of \$75,000 ($n = 84$; data for this bullet point and the two that follow do not appear in any table.)
- Clinical service providers who worked in elementary schools and were paid for a calendar year reported a median salary of \$90,522 ($n = 37$).
- Median salaries were \$85,000 ($n = 44$) in cities/urban areas and \$83,790 ($n = 59$) in suburban areas for SLPs who worked for a calendar year.

Hourly Wages

Of the SLPs who completed the survey, 13% received an hourly wage (see Table B1). Their median hourly wage was \$54.00, and the median number of weekly hours worked was 20.5 (none of the data in the bullets below are reported in any tables).

- The median hourly wage was \$60.00 ($n = 104$) for SLPs who worked up through 20.5 hours a week and \$50.00 ($n = 103$) for those working more hours.
- The median hourly wage was \$54.00 in elementary schools ($n = 110$), \$59.00 in preschools ($n = 30$), and \$55.00 in a combination of facilities ($n = 25$).
 - SLPs who worked up through 20.5 hours a week in elementary schools earned a median hourly wage of \$57.00 ($n = 53$), and those who worked more hours earned \$50.00 ($n = 57$).
- Clinical service providers reported a median hourly wage of \$54.00 ($n = 179$). When they were divided into two groups, those who worked up through 20.5 hours per week received an hourly wage of \$60.00 ($n = 84$). Those working more than 20.5 hours per week earned \$50.00 ($n = 95$).
- SLPs reported a median hourly wage of \$60.00 ($n = 48$) in the Northeast, \$55.00 ($n = 38$) in the Midwest, \$50.00 ($n = 88$) in the South, and \$53.00 ($n = 34$) in the West. Two of the regions could be divided by the number of hours SLPs worked:
 - SLPs in the Northeast who worked up through 20.5 hours per week received an hourly wage of \$65.00 ($n = 28$).
 - SLPs in the South who worked up through 20.5 hours per week received an hourly weekly wage of \$55.00 ($n = 44$). Those working more hours received an hourly weekly wage of \$50.00 ($n = 44$).
- SLPs reported a median hourly wage of \$52.16 ($n = 78$) in cities/urban areas, \$55.00 ($n = 79$) in suburban areas, and \$52.00 ($n = 45$) in rural areas. Several data points could be reported when population density was divided at the median number of hours worked:
 - SLPs in cities/urban areas who worked up through 20.5 hours per week received an hourly weekly wage of \$60.00 ($n = 28$). Those working more hours received an hourly weekly wage of \$50.00 ($n = 50$).
 - SLPs in suburban areas who worked up through 20.5 hours per week received an hourly weekly wage of \$59.00 ($n = 52$). Those working more hours received an hourly weekly wage of \$45.00 ($n = 27$).
 - SLPs in rural areas who worked more than 20.5 hours per week received an hourly weekly wage of \$50.00 ($n = 26$).

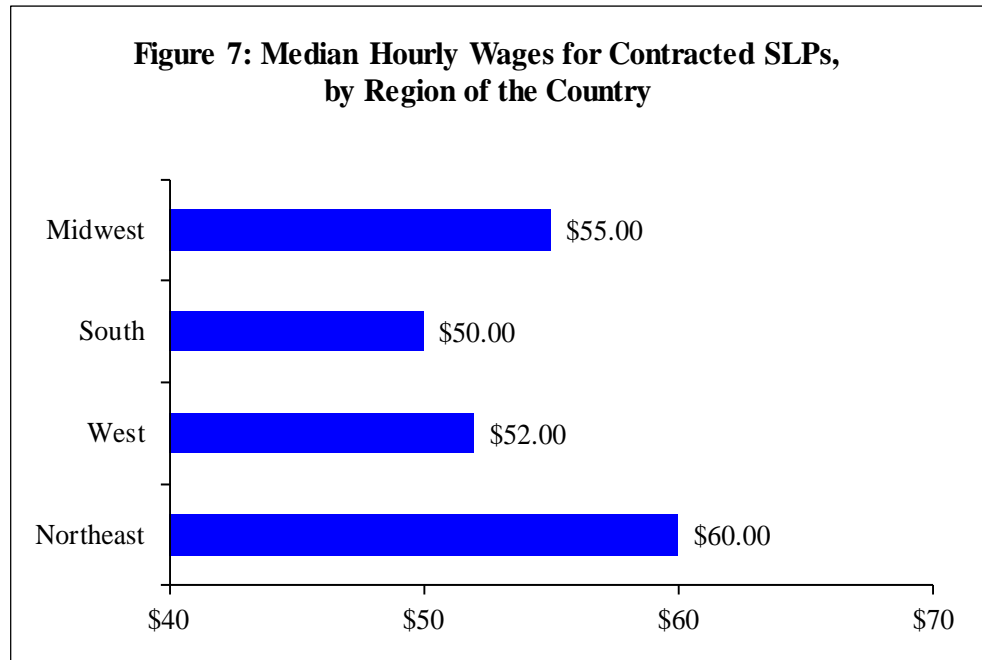
Contract Employees

Hourly Wages

Of the SLPs who completed the survey, 11% were contract employees; and of that number, 18 received an annual wage—a number that does not meet the minimum requirement for reporting.

Of the contract employees, 90% ($n = 162$), received an hourly wage. The median hourly wage for contracted SLPs who worked up through 20.5 hours per week was \$60.00 ($n = 75$) and \$50.00 for those who worked more hours ($n = 85$; data for the bullets below do not appear in any table).

- The median hourly wage for contracted employees was \$51.00 in elementary schools ($n = 85$).
- Clinical service providers who were contract employees received a median hourly wage of \$55.00 ($n = 139$).
- Contracted SLPs reported a median hourly wage of \$51.00 in cities/urban areas ($n = 64$), \$55.00 in suburban areas ($n = 59$), and \$54.00 in rural areas ($n = 30$).
- Median hourly wages for contracted SLPs varied by region of the country where they worked. The highest median wage was in the Northeast (see Figure 7).



Note. $n = 157$. SLP = speech-language pathologist.

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 ASHA Certificate of Clinical Competence (CCC) than for any of the other three reasons listed on the survey (27%). The range was between 11% of SLPs in special day/residential schools and 34% in a combination of facilities ($p = .019$).
- The second most common reason for receiving a supplement was for Medicaid billing (8%). The range was between 6% of SLPs in special day/residential schools and 13% in secondary schools ($p = .020$).
- Approximately 5% received a supplement for supervising assistants or aides and 5% for supervising graduate students. Type of facility where they worked did not have a significant effect on whether they selected either of these responses.

Student Loans

The survey included three questions about student loans: the current amount of unpaid student debt, whether they had applied to one of three federal grant or loan forgiveness programs for educators, and the amount of their loan that had been forgiven.

Current Unpaid Student Debt

More than one quarter (27%) of the SLPs in the survey reported that they had unpaid student debt for their education. The median amount of unpaid debt was \$40,000, and the mean was \$57,868 ($n = 467$). The means were smallest in preschools (\$46,620) and highest in secondary schools (\$79,758; see Table B3).

Clinical service providers reported \$40,000 as the median unpaid student debt for their education ($n = 400$).

Median unpaid student debt was \$50,000 ($n = 164$) for SLPs in cities/urban areas, \$40,000 ($n = 200$) for SLPs in suburban areas, and \$30,000 ($n = 90$) for SLPs in rural areas.

Programs

SLPs were asked if they had applied to any of three loan forgiveness and cancellation programs for educators.

- 4% had applied to the Perkins Loan Teacher Cancellation Program.
- 8% had applied to the Public Service Loan Forgiveness Program.
- 10% had applied to the Teacher Loan Forgiveness Program.
- 72% had not applied to any of the three programs.

Loan Forgiveness Amount

Of the SLPs who had selected one of the three loan forgiveness and cancellation programs for educators and reported at least \$1.00 in loan forgiveness, the average (mean) amount of loan that had been forgiven was \$13,053; the median was \$16,536 ($n = 159$). Neither the type of facility, job function, region of the country, nor population density had an effect on the amount of student loan forgiven. The number of doctoral holders ($n = 4$) and the number of males ($n = 3$) were too small to include highest degree and sex in the analyses.

Survey Notes and Methodology

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

The survey was fielded on February 10, 2020, to a random sample of 4,500 ASHA-certified SLPs and 500 ASHA-certified audiologists who were employed in school settings in the United States. Everyone received an electronic “be-on-the-lookout-for” message 2 days later, and a second postal mailing followed on March 11. A third mailing was not sent because of the COVID-19 pandemic.

The sample was a random sample, stratified by state. Small groups, such as constituents in Wyoming, were oversampled. Weighting was used when presenting data to reflect the actual distribution of SLPs in each state based on ASHA’s membership database.

Response Rate

The original sample included 4,500 SLPs, with an additional survey returned by an SLP who had removed his identifying number, resulting in a total gross sample of 4,501. Of the original 4,501 SLPs, 17 were retired, 21 were employed in other types of facilities, 16 were not employed in the field, 8 had incorrect addresses, and 2 were ineligible for other reasons, leaving 4,437 possible respondents. The actual number of respondents was 1,779, resulting in a **40.1%** response rate. The results presented in this report are based on responses from those 1,779 individuals.

Reports

Results from the *2020 Schools Survey* are presented in a series of reports for SLPs:

- *SLP Caseload and Workload Characteristics*
- *SLP Workforce and Work Conditions*
- *SLP Annual Salaries and Hourly Wages*
- *Survey Summary Report: Numbers and Types of Responses, SLPs*
- *Survey Methodology, Respondent Demographics, and Glossary, SLPs*

Results from the educational audiologists are presented in a separate report: *Survey Summary Report: Numbers and Types of Responses, Educational Audiologists*.

Suggested Citation

American Speech-Language-Hearing Association. (2020). *2020 Schools Survey report: SLP annual salaries and hourly wages*. www.asha.org/Research/memberdata/Schools-Survey/

Supplemental Resources

American Speech-Language-Hearing Association. (n.d.-a). *Advocacy resource guide for the salary supplement initiative*. www.asha.org/Advocacy/state/issues/Advocacy-Resource-Guide-for-the-Salary-Supplement-Initiative/

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

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

American Speech-Language-Hearing Association (n.d.-d). *2018 State caseload and salary map*. www.asha.org/SLP/schools/State-Caseload-and-Salary-Data-Map/

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 the following:

- Council of Academic Programs in Communication Sciences and Disorders. (2016). *CAPCSD 2018 Salary Survey*. www.capcsd.org/academic-and-clinical-resources/
- U.S. Bureau of Labor Statistics. (n.d.). *Occupational outlook handbook, speech-language pathologists*. www.bls.gov/ooh/healthcare/speech-language-pathologists.htm

Additional Information

If you would like to speak with a member of the ASHA School Services Team about the survey, please send a message to schools@asha.org or call ASHA's Action Center (800-498-2071) and ask to be connected to a School Services staff member. To learn more about how the Association is working on behalf of school-based ASHA Certified Members, visit the ASHA Schools webpages at www.asha.org/slp/schools/.

Thank You

ASHA would like to thank the SLPs who completed the *ASHA 2020 Schools Survey*. Reports like this one are possible only because people like *you* participate.

Is this information valuable to you? If so, please accept invitations to participate in other ASHA-sponsored surveys and focus groups. You are the experts, and we rely on you to provide data to share with your fellow members. ASHA surveys benefit *you*.



Appendix A
State Listings

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

Appendix B

Salaries

Table B1: Salary Basis

9. In your primary job, are you paid on an annual basis or an hourly basis? <i>Select one response only.</i> (Percentages) Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Employed full time or part time		
Response	Frequency	Valid Percentage
Annual salary	1,500	87.5
Hourly rate	215	12.5
Total	1,715	100.0

Note. CCC-SLP = Certificate of Clinical Competence in Speech-Language Pathology.

Table B2: Annual Salaries, by Salary Basis and Facility Type

10. What is your gross annual income for your primary job, before all deductions? Analyses limited to respondents who met the following criteria:						
<ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full time ❖ Annual salary of at least \$1 						
Response	Facility type					
	All Responses	Special Day/ Residential	Preschool	Elementary	Secondary	Combination
Worked 9–10 months (academic year)						
	<i>n</i> = 1,193	<i>n</i> = 23	<i>n</i> = 134	<i>n</i> = 751	<i>n</i> = 161	<i>n</i> = 100
25th percentile	\$56,000	<i>(n</i> < 25)	\$59,000	\$55,000	\$59,850	\$55,100
50th percentile (Median)	\$66,000		\$67,500	\$65,000	\$75,000	\$65,458
75th percentile	\$81,000		\$80,000	\$79,000	\$94,000	\$80,000
Mean	\$69,765		\$69,894	\$68,335	\$76,700	\$67,541
Standard deviation	\$18,917		\$16,233	\$19,287	\$20,054	\$16,045
Mode	\$60,000		\$60,000	\$60,000	\$70,000	\$85,000
		Statistical significance: $F(4, 1164) = 7.7, p = .000$ Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.				
(Table B2 continues on next page.)						

Note. CCC-SLP = Certificate of Clinical Competence in Speech-Language Pathology.

Table B2 (Cont'd): Annual Salaries, by Salary Basis and Facility Type

10. (cont'd) What is your gross annual income for your primary job, before all deductions? Analyses limited to respondents who met the following criteria:						
<ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full time ❖ Annual salary of at least \$1 						
Response	Facility type					
	All Responses	Special Day/ Residential	Preschool	Elementary	Secondary	Combination
Worked 11–12 months (calendar year)						
	<i>n</i> = 130	<i>n</i> = 15	<i>n</i> = 27	<i>n</i> = 46	<i>n</i> = 11	<i>n</i> = 12
25th percentile	\$64,000	<i>(n</i> < 25)	\$61,000	\$60,000	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile (Median)	\$80,000		\$75,000	\$89,000		
75th percentile	\$96,000		\$83,790	\$100,000		
Mean	\$80,671		\$74,043	\$84,057		
Standard deviation	\$20,104		\$17,229	\$24,235		
Mode	\$70,000		\$75,000	\$100,000		
		Statistical significance: $F(4, 105) = 1.8, p = .136$ <u>Conclusion:</u> There is not enough evidence from the data to say that the responses vary by facility type.				

Note. CCC-SLP = Certificate of Clinical Competence in Speech-Language Pathology.

Table B3: Unpaid Student Debt, by Facility Type

24. How much unpaid student debt do you have for your education? <i>Enter "0" if none.</i> Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Student loan debt of at least \$1						
Student Debt	Facility type					
	All Responses (n = 467)	Special Day/ Residential (n = 14)	Preschool (n = 54)	Elementary (n = 276)	Secondary (n = 58)	Combination (n = 35)
25th percentile	\$17,000	(n < 25)	\$16,000	\$15,000	\$26,000	\$16,000
50th percentile (Median)	\$40,000		\$36,000	\$35,000	\$68,000	\$50,000
75th percentile	\$84,000		\$67,582	\$78,000	\$120,000	\$80,000
Mean	\$57,868		\$46,620	\$52,061	\$79,758	\$70,187
Standard deviation	\$54,768		\$41,431	\$48,798	\$58,389	\$68,944
Mode	\$30,000		\$5,000	\$30,000	\$200,000	\$200,000
		Statistical significance: $F(4, 431) = 4.8, p = .001$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by facility type.				