



SLP Annual Salaries and Hourly Wages

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ASHA 2024 Schools Survey: Annual Salaries and Hourly Wages Report

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Executive Summary

In Spring 2024, 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, administrative offices, offices for telepractice, and a combination of types of facilities.

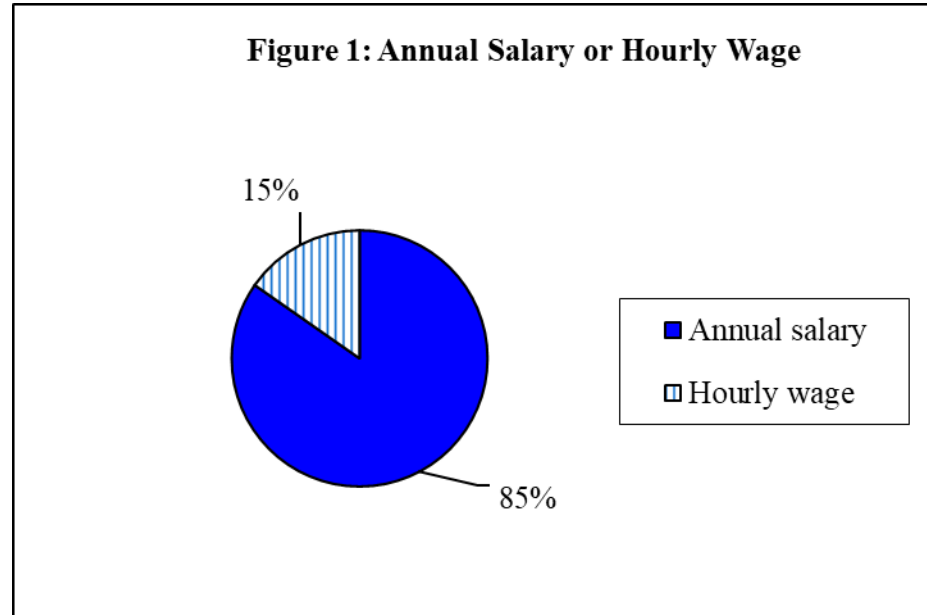
Overall Findings

- 85% worked for an annual salary.
- 57% worked in elementary schools.
- The median full-time salary for working 9 or 10 months was \$74,849.
- Median academic-year salaries for clinical service providers ranged from \$71,000 in a combination of settings to \$83,000 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.
- Median academic-year salaries were highest in the Pacific states (\$100,000).
- California reported the highest median academic-year salary (\$110,000); Louisiana reported the lowest (\$57,704).
- The median salary for working 11 or 12 months was \$86,000.
- The median hourly wage was \$55.00, and the median number of hours worked weekly was 26.
- The median full-time hourly wage for SLPs who were contractors was \$52.00.
- The median salary supplement that SLPs received for having their CCCs was \$750; the mean was \$1,250.

Salaries

Salary Basis

Based on the 3,721 school-based SLPs who were employed either part- or full time and who disclosed their salary basis, we estimate that 85% receive an annual salary and 15% receive an hourly wage (see Figure 1 and Appendix Table B1). Of the latter group, 413 were contractors.



Note. n = 3,721.

Excluded Groups

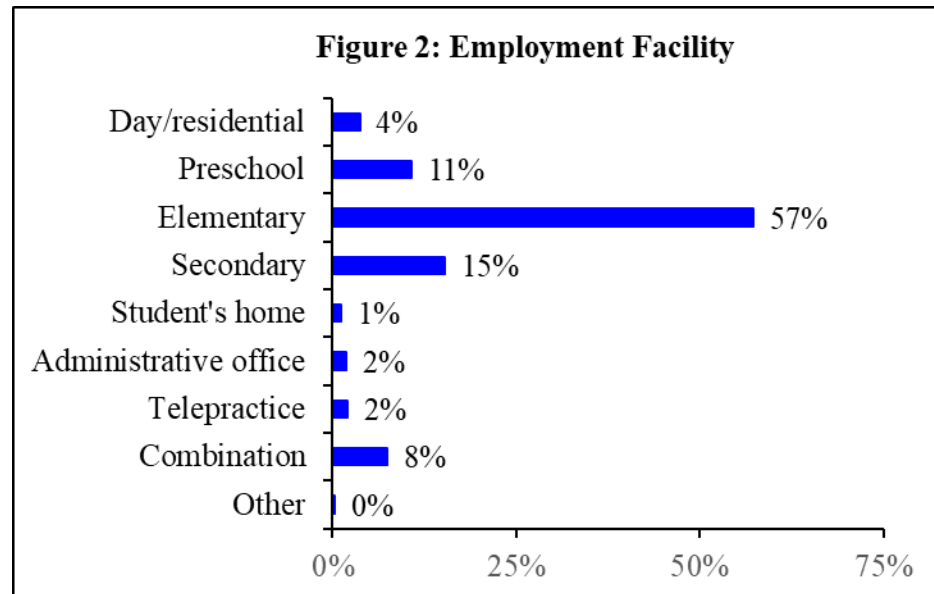
Ninety percent of SLPs who were employed full time and who received an annual salary worked for an academic year (i.e., 9 or 10 months). Because the numbers of respondents who worked for a calendar year or who worked for an hourly wage were relatively small, analyzing those groups according to demographic 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 who 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 the 8 SLPs who worked in an *other* type of facility and for the 24 SLPs who worked in a student's home. Although some groups may initially be 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.

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 who were employed part- or full time worked in an elementary school (see Figure 2).



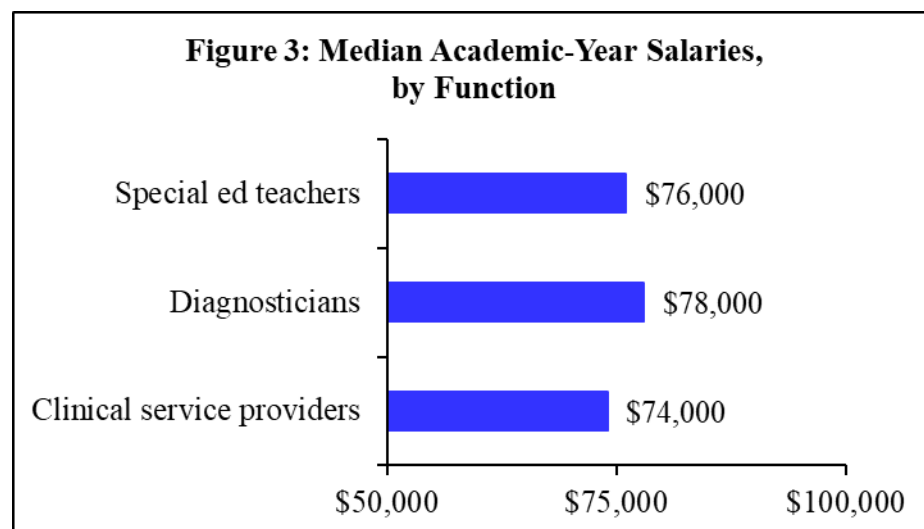
Note. $n = 3,667$.

Academic- Year Salaries

The overall academic-year median salary (i.e., middle or 50th percentile) for SLPs who were employed full time was \$74,849, and the average (mean) was \$80,173. Median salaries were highest in administrative offices ($p = .002$; see Appendix Table B2).

Primary Employment Function

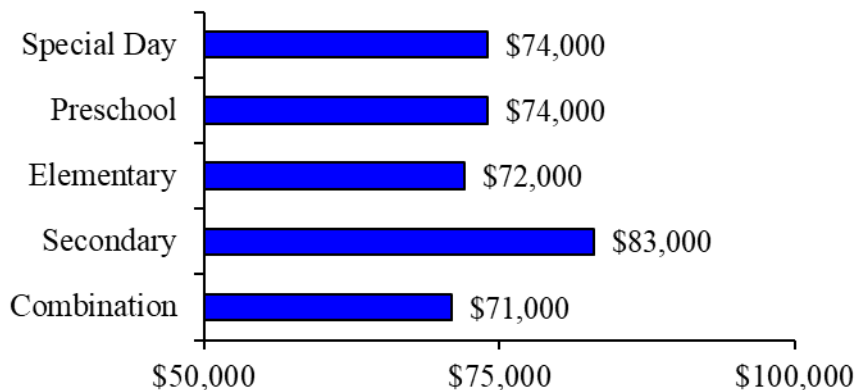
The overwhelming majority (92%) of SLPs who worked full time for an academic year reported that they were employed as clinical service providers. Their median salaries were \$74,000 (see Figure 3).



Note. $n = 1,776$.

Median full-time academic-year salaries for clinical service providers were highest in secondary schools (see Figure 4).

Figure 4: Median Academic-Year Salaries for Clinical Service Providers, by Facility Type

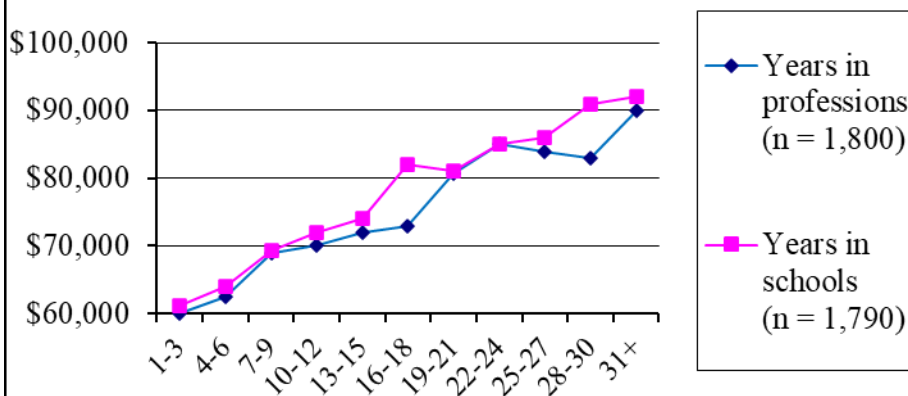


Note. n = 1,674.

Years of Experience

Figure 5 shows academic-year full-time salaries by (a) years of experience in the profession and (b) years of experience in the schools, regardless of the type of school facility or function. Salaries increase with experience but not in a straight line.

Figure 5: Median Academic-Year Salaries, by Years of Experience

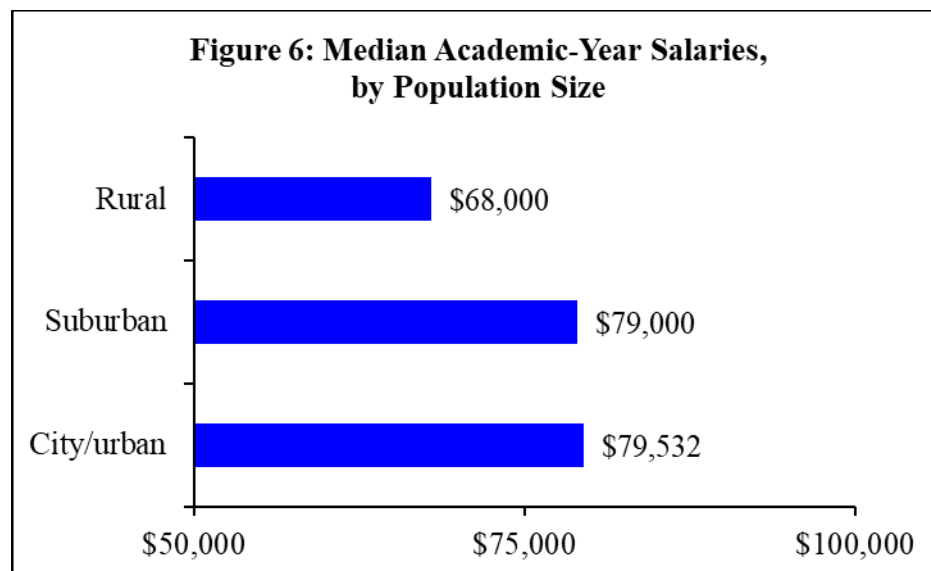


Highest Degree

Median academic-year salaries were \$74,300 for SLPs who were employed full time and who had earned a master's degree ($n = 1,775$) and were \$98,000 for those with a doctorate ($n = 28$).

Population Size

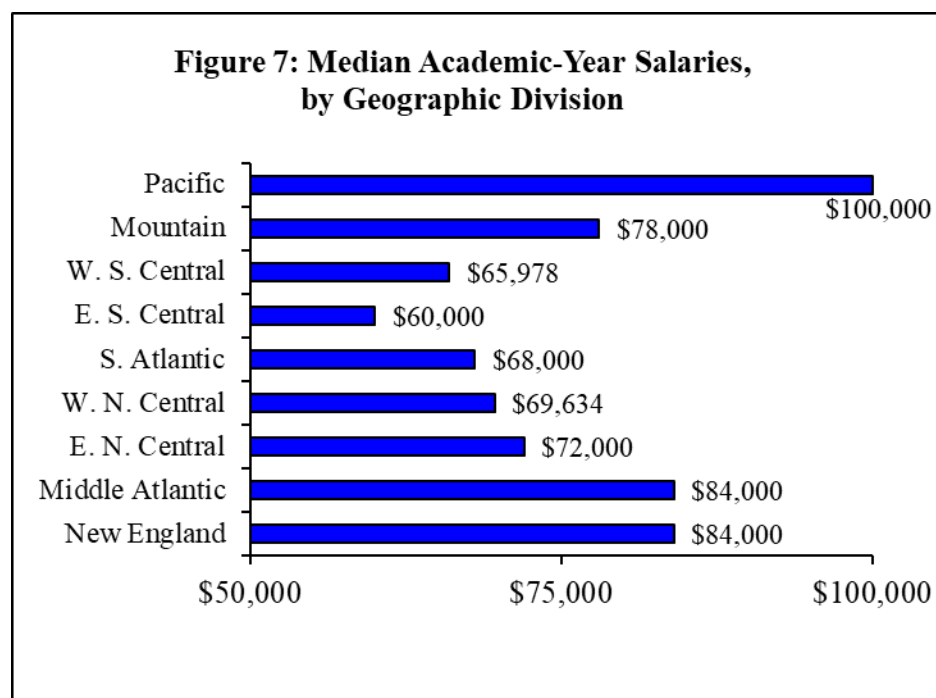
Median academic-year salaries were higher for SLPs who were employed full time and who worked in the cities/urban areas or in the suburbs than for those who worked in rural areas (see Figure 6).



Note. $n = 1,753$.

Geographic Area

SLPs employed full time in the Pacific states had the highest median annual salaries, and those in the East South Central states had the lowest (see Figure 7 and Appendix A for a list of states in each of the nine divisions).



Note. $n = 1,846$.

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State

Approximately half ($n = 25$) of the states had sufficient numbers of respondents to allow reporting of median academic-year salaries. Of that group, the highest full-time median salary was in California, and the lowest was in Louisiana (see Table 1). An additional two states would have been eligible for reporting had two more SLPs replied from each of them.

Table 1: Median Academic-Year Salaries, by State

State	Salary	State	Salary
Arizona	\$85,000	Michigan	\$80,000
Arkansas	\$62,000	Minnesota	\$82,550
California	\$110,000	Missouri	\$64,416
Colorado	\$81,000	New Jersey	\$86,000
Connecticut	\$88,000	New York	\$93,000
Florida	\$63,000	North Carolina	\$65,000
Georgia	\$69,841	Ohio	\$71,435
Illinois	\$82,000	Pennsylvania	\$70,000
Indiana	\$64,700	Texas	\$69,000
Kentucky	\$62,846	Virginia	\$70,000
Louisiana	\$57,704	Washington	\$96,003
Maryland	\$92,000	Wisconsin	\$65,000
Massachusetts	\$90,500		

Note. $n = 1,537$.



Calendar-Year Salaries

Only 10% of the respondents to this survey who were employed full time and received an annual wage were paid on a calendar year basis (i.e., 11 or 12 months). Their median salary was \$86,000, and their mean salary was \$91,312 (see Appendix Table B2). There are insufficient numbers of respondents to describe differences by demographic characteristics as extensively as was the case for SLPs who received academic-year salaries. The following are the exceptions for median, full-time, calendar-year salaries:

- Facility
 - ♦ \$84,000 in special day/residential schools ($n = 46$)
 - ♦ \$85,000 in preschools ($n = 34$)
 - ♦ \$87,000 in elementary schools ($n = 53$)
- Function
 - ♦ \$85,000 for clinical service providers ($n = 148$)
 - ♦ \$93,000 for administrators/supervisors/directors ($n = 39$)
- Function \times Facility
 - ♦ \$82,000 for clinical service providers in special day/residential schools ($n = 39$)
 - ♦ \$82,000 for clinical service providers in preschools ($n = 27$)
 - ♦ \$87,000 for clinical service providers in elementary schools ($n = 49$)
- Population size
 - ♦ \$87,000 in cities/urban areas ($n = 60$)
 - ♦ \$87,500 in suburban areas ($n = 68$)
 - ♦ \$74,500 in rural areas ($n = 39$)
- Geographic area
 - ♦ \$86,000 in the Northeast ($n = 84$)
 - ♦ \$77,000 in the South ($n = 62$)
 - ♦ \$105,000 in the West ($n = 44$)
- State
 - ♦ \$108,000 in California ($n = 36$)
 - ♦ \$84,500 in New York ($n = 45$)

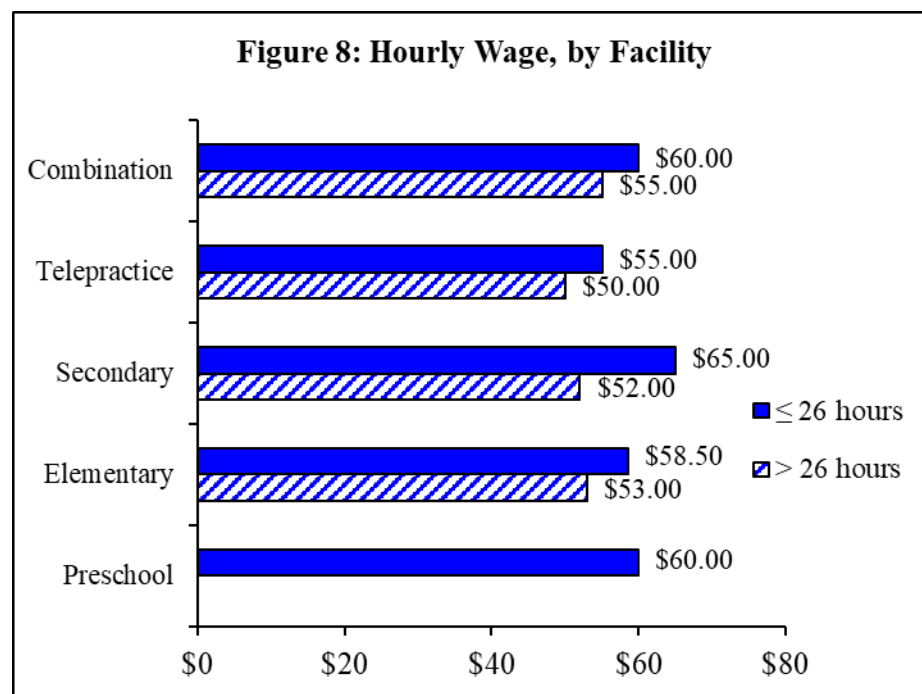


Hourly Wages

Of the SLPs who were employed part- or full time, 15% received an hourly wage (see Appendix Table B1). Regardless of whether they worked part- or full time, their median hourly wage was \$55.00, and the median number of weekly hours worked was 26.0 (none of the data in the bullets below are reported in any tables).

Facility

- The median hourly wage was \$60.00 ($n = 266$) for SLPs who worked up through 26 hours a week and \$52.00 ($n = 262$) for those working more hours.
- The median hourly wage was \$55.00 in elementary schools ($n = 253$), \$53.00 in preschools ($n = 55$), \$55.00 in secondary schools ($n = 68$), \$51.00 in offices for telepractice ($n = 58$), and \$60.00 in a combination of facilities ($n = 52$). Figure 8 presents data for facilities by the number of hours worked.



Note. $n = 472$.

Function

- Clinical service providers reported a median hourly wage of \$55.00 ($n = 461$). When they were divided into two groups, those who worked up through 26 hours per week received an hourly wage of \$60.00 ($n = 225$). Those working more than 26 hours per week earned \$52.00 ($n = 235$).
- Diagnosticians also reported a median hourly wage of \$55.00 ($n = 26$).

Geographic Area

- SLPs reported a median hourly wage of \$61.00 ($n = 103$) in the Northeast, \$50.50 ($n = 100$) in the Midwest, \$50.00 ($n = 211$) in the South, and \$60.00 ($n = 112$) in the West.
 - ♦ SLPs in the Northeast who worked up through 26 hours per week received an hourly wage of \$65.00 ($n = 71$). Those working more hours received an hourly wage of \$59.00 ($n = 32$).
 - ♦ SLPs in the Midwest who worked up through 26 hours per week received an hourly wage of \$50.50 ($n = 56$). Those working more hours received an hourly wage of \$50.00 ($n = 44$).
 - ♦ SLPs in the South who worked up through 26 hours per week received an hourly wage of \$55.00 ($n = 96$). Those working more hours received an hourly wage of \$49.00 ($n = 116$).
 - ♦ SLPs in the West who worked up through 26 hours per week received an hourly wage of \$63.00 ($n = 43$). Those working more hours received an hourly wage of \$58.00 ($n = 70$).



Population Size

- SLPs reported a median hourly wage of \$55.00 in both cities/urban areas ($n = 165$) and suburban areas ($n = 184$) and \$54.00 ($n = 121$) in rural areas.
 - ♦ SLPs in cities/urban areas who worked up through 26 hours per week received an hourly wage of \$63.00 ($n = 68$). Those working more hours received an hourly wage of \$52.00 ($n = 97$).
 - ♦ SLPs in suburban areas who worked up through 26 hours per week received an hourly wage of \$60.00 ($n = 95$). Those working more hours received an hourly wage of \$52.00 ($n = 89$).
 - ♦ SLPs in rural areas who worked up through 26 hours per week received an hourly wage of \$55.00 ($n = 68$). Those working more hours received an hourly wage of \$53.50 ($n = 53$).

Highest Degree

- SLPs with a master's degree reported a median hourly wage of \$55.00 ($n = 484$). Hourly wage data on SLPs with a doctorate are not reported here because too few SLPs with a doctorate responded ($n = 15$).
 - ♦ SLPs with a master's degree reported receiving an hourly wage of \$60.00 when working up through 26 hours per week ($n = 249$) and \$52.00 when working more hours ($n = 235$).

Contract Employees

Of the SLPs who completed the survey, 12% ($n = 453$) were contractors. Of that number, 36 received an annual wage; and 26 of those 36 SLPs reported a median salary of \$85,000 and a mean salary of \$80,270. Because the number of contractors receiving an annual wage is so small, no additional reporting was calculated for this group.

Hourly Wages

Of the contractors, 92% ($n = 416$), received an hourly wage, and 402 reported the amount. The median hourly wage for SLPs who were contractors was \$52.00 for those who were employed full time ($n = 202$) and \$58.00 for those who worked part time ($n = 200$; data for the bullets below do not appear in any table).

Facility

- The median hourly wage for contractors was \$60.00 in preschools ($n = 41$), \$54.00 in elementary schools ($n = 191$), \$54.08 in secondary schools ($n = 55$), \$51.00 in telepractice offices ($n = 49$), and \$58.00 in a combination of facilities ($n = 38$).
 - ♦ Contractors employed in elementary schools full time received \$52.00 as their median hourly wage ($n = 109$), whereas those who worked part time received \$55.00 ($n = 82$).

Clinical Service Providers

- Clinical service providers who were contractors received a median hourly wage of \$53.50 ($n = 351$).
 - ♦ Clinical service providers who were contractors and who were employed full time received a median hourly wage of \$51.00 ($n = 182$). Those employed part time received a median hourly wage of \$57.00 ($n = 167$).

Population Size

- Contractors reported a median hourly wage of \$55.00 in both cities/urban areas ($n = 134$) and suburban areas ($n = 128$) and reported \$53.00 in rural areas ($n = 92$).
 - ♦ Median hourly wages for contractors who were employed in cities/urban areas were \$53.00 for full-time employment ($n = 76$) and \$60.00 for part-time employment ($n = 56$).
 - ♦ Median hourly wages for contractors who were employed in suburban areas were \$51.00 for full-time employment ($n = 66$) and \$60.00 for part-time employment ($n = 62$).
 - ♦ Median hourly wages for contractors who were employed in rural areas were \$50.00 for full-time employment ($n = 42$) and \$55.00 for part-time employment ($n = 49$).

Geographic Area

Contractors in the Northeast had higher median hourly wages than did those in other geographic areas (see Table 2).

Table 2: Median Hourly Wage for Contractors, by Geographic Area

Employment Status	Northeast ($n = 72$)	Midwest ($n = 75$)	South ($n \geq 174$)	West ($n \geq 80$)
Overall	\$60.00	\$50.00	\$50.00	\$56.50
Full Time	\$60.00	\$52.00	\$48.00	\$55.00
Part Time	\$60.00	\$50.00	\$57.28	\$58.00

Salary Supplement

SLPs were asked whether they received a salary incentive, stipend, or other type of “salary upgrade” for either of two reasons during the past 12 months. More SLPs received a supplement for having their ASHA Certificate of Clinical Competence (CCC; $n = 558$) than for supervising ($n = 203$).

CCCs

The median supplement that SLPs received for having their CCCs was \$1,600, and the mean was \$2,055. Neither the type of facility where SLPs were employed ($p = .126$) nor their employment function ($p = .140$) had an effect on their response.

Supervision

The median supplement for supervision was \$750, and the mean was \$1,250.

- The median supplements ranged from \$500 in preschools and secondary schools to \$600 in elementary schools. The mean supplements were \$894 in preschools, \$1,160 in elementary schools, and \$1,194 in secondary schools ($p = .001$).
- Employment function did not have an effect on their response ($p = .621$).

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 January 25, 2024, to a random sample of 15,000 ASHA-certified SLPs and to all 809 ASHA-certified audiologists who were employed in school settings in the United States. Half of each group was randomly selected to receive postal surveys; half, electronic surveys. Second and third contacts followed on February 22 and March 28 to individuals who had not responded. Everyone received an electronic “be-on-the-lookout-for” message on February 15.

The sample of SLPs 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 Rates

Of the original 7,500 SLPs in the postal sample, 1 was deceased, 28 were retired, 42 had incorrect addresses, and 122 were removed for other reasons, leaving 7,307 possible respondents. The actual number of postal respondents was 2,188, resulting in a **29.9%** response rate for this group.

Of the original 7,500 SLPs in the electronic sample, 1 was retired, 79 had incorrect addresses, 82 opted out, and 35 were removed for other reasons. The actual number of electronic respondents was 1,561, resulting in a **21.4%** response rate for this group.

The response rate for the combined samples is **25.7%** (3,749 respondents from a possible 14,610 (eligible SLPs). This report is based on those respondents.

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Reports

Results from the *2024 Schools Survey* are presented in a series of reports for SLPs:

- *Survey Summary Report: Numbers and Types of Responses, SLPs*
- *SLP Annual Salaries and Hourly Wages*
- *SLP Caseload and Workload Characteristics*
- *SLP Workforce and Work Conditions*
- *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. (2024). *2024 Schools Survey report: SLP annual salaries and hourly wages*.
<https://www.asha.org/research/memberdata/schools-survey/>

Supplemental Resources

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

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

American Speech-Language-Hearing Association. (n.d.-c). *Salary supplement for educational audiologists and school-based speech-language pathologists*.
<https://www.asha.org/advocacy/state/issues/advocacy-resource-guide-for-the-salary-supplement-initiative/>

American Speech-Language-Hearing Association. (n.d.-d). *State caseload and salary map*. <https://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:

- U.S. Bureau of Labor Statistics. (n.d.). *Occupational outlook handbook, speech-language pathologists*. www.bls.gov/ooh/healthcare/speech-language-pathologists.htm

Salary data for academic and clinical faculty are available at:

- Council of Academic Programs in Communication Sciences and Disorders. (n.d.). *CAPCSD 2023 Salary Survey*.
www.capcsd.org/academic-and-clinical-resources/

Additional Information

If you would like to speak with a member of the ASHA School Services in Speech-Language Pathology 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 <https://www.asha.org/slp/schools/>.

Thank You

ASHA would like to thank the SLPs who completed the *ASHA 2024 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

<p>4. In your primary job, are you paid on an annual basis or an hourly basis? <i>Select one response only.</i> (Percentages)</p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full time or part time 		
Response	Frequency	Valid Percentage
Annual salary	3,176	85.4
Hourly rate	545	14.6
Total	3,721	100.0

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

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

5. 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❖ Paid an annual salary❖ Annual salary of at least \$1							
Response	Facility Type						
	All Responses	Special Day/ Residential	Preschool	Elementary	Secondary	Admin. Office	Combination
Worked 9–10 months (academic year)							
	<i>n</i> = 1,847	<i>n</i> = 38	<i>n</i> = 188	<i>n</i> = 1,152	<i>n</i> = 289	<i>n</i> = 25	<i>n</i> = 130
25th percentile	\$62,543	\$67,000	\$62,509	\$62,000	\$68,000	\$68,000	\$61,500
50th percentile (Median)	\$74,849	\$75,000	\$74,000	\$72,300	\$83,886	\$87,000	\$72,789
75th percentile	\$92,000	\$90,000	\$90,000	\$90,000	\$102,500	\$94,162	\$92,000
Mean	\$80,173	\$81,927	\$79,616	\$78,396	\$87,461	\$87,429	\$78,926
Standard deviation	\$30,483	\$22,767	\$44,156	\$30,063	\$24,659	\$20,358	\$24,643
Mode	\$60,000	\$61,000	\$68,000	\$60,000	\$80,000	\$90,000	\$68,000
		Statistical significance: $F(7, 1830) = 3.2, p = .002$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by facility type.					
(Appendix 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

5. 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 ❖ Paid an annual salary ❖ Annual salary of at least \$1 							
Response	Response						
	All Responses	Special Day/ Residential	Preschool	Elementary	Secondary	Admin. Office	Combination
Worked 11–12 months (calendar year)							
	<i>n</i> = 209	<i>n</i> = 46	<i>n</i> = 34	<i>n</i> = 53	<i>n</i> = 16	<i>n</i> = 24	<i>n</i> = 20
25th percentile	\$72,000	\$72,000	\$76,000	\$70,000	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile (Median)	\$86,000	\$84,000	\$85,000	\$87,000			
75th percentile	\$105,000	\$100,000	\$93,000	\$98,000			
Mean	\$91,312	\$90,069	\$84,422	\$87,443			
Standard deviation	\$26,505	\$22,525	\$16,556	\$25,009			
Mode	\$72,000	\$70,000	\$85,000	\$120,000			
		Statistical significance: $F(7, 198) = 2.3, p = .029$ Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.					

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