



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION



SCHOOLS SURVEY

Survey Report: Salary Trends 2004-2008

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2004, 2006, and 2008 Schools Surveys to gather information about professional issues related to school-based services. Results from these surveys are presented in a series of reports, including this report on salary trends.

The statistic that is presented as the “average” in this report is the median (i.e., middle or 50th percentile). Median salaries are presented because they are more stable than means and less sensitive to extreme values. To preserve confidentiality, salaries are not reported for groups of less than 25.

The salaries contained in this report are full-time gross salaries (salaries prior to deductions). They include bonuses, commissions, and supplements.

Survey Highlights

From 2004–2008:

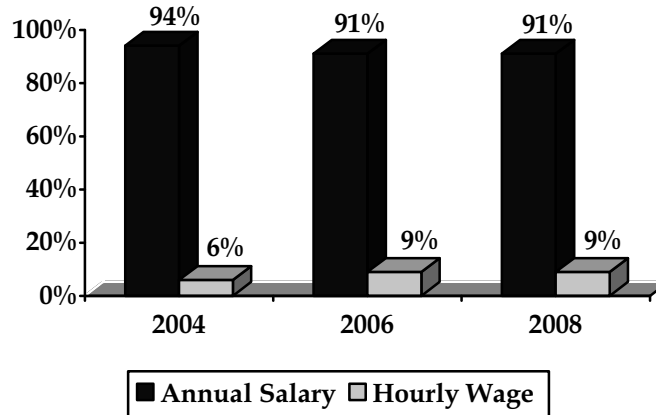
- Over 90% of survey respondents worked for an annual salary, as opposed to an hourly wage.
- Over 90% of survey respondents worked for an academic year, as opposed to a calendar year.
- The overall median academic year salary of speech-language pathologists (SLPs) increased from \$50,000 to \$58,000 (a 16% increase).
- The overall median academic year salary of SLP *clinical service providers* increased from \$49,800 to \$57,800 (a 16% increase).
- The overall median academic year salary of SLPs employed as special education teachers in an elementary school increased from \$51,000 to \$60,735 (a 19% increase).
- The median academic year salary of SLPs generally increased with years of experience.
- The median academic year salary of SLPs was highest in the Mid-Atlantic region of the country (i.e., NJ, NY, and PA).
- The median academic year salary of SLPs who work in suburban and metropolitan/urban communities was at least \$7,000 a year higher than those who work in rural communities.
- The overall median calendar year salary of SLPs increased from \$54,000 to \$65,000 (a 20% increase).

Salary Basis

In 2008, as in 2006 and 2004, the majority of survey respondents reported that they are paid an annual salary (91%, 91%, and 94%, respectively.) The remainder (9% in 2008, 9% in 2006, and 6% in 2004) reported that they are paid an hourly wage (see Figure 1).

Annual Salary or Hourly Wage

Figure 1.
School-Based SLPs, Annual Salary or Hourly Wage, 2004, 2006, and 2008.

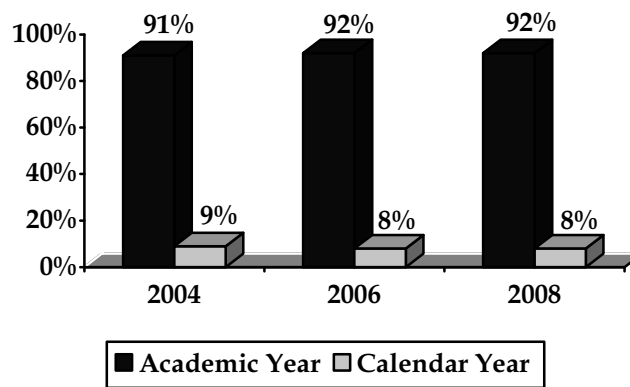


n = 2,597 (2004); *n* = 2,433 (2006); *n* = 2,416 (2008)

Academic Year or Calendar Year

In 2008, as in 2006 and 2004, over 90% of survey respondents who are paid an annual salary work for an academic year (i.e., 9 or 10 months), as opposed to a calendar year (i.e., 11 or 12 months; see Figure 2).

Figure 2.
School-Based SLPs, Academic Year or Calendar Year, 2004, 2006, and 2008.



n = 2,184 (2004); *n* = 1,827; (2006); *n* = 1,792 (2008)

Excluded Groups

Because the number of survey respondents who work for an hourly wage or a calendar year is so small, most of the analyses included in this report are limited to SLPs who are paid an annual salary and work for an academic year.

Additionally, most of the analyses are limited to SLPs who are employed in the following types of schools: day/residential, preschool, elementary, middle/junior high/secondary, and combined (several) schools.

Academic Year Salaries

In 2008, survey respondents reported earning an overall median academic year salary of \$58,000, up from \$52,131 in 2006 (an 11% increase) and \$50,000 in 2004 (a 16% increase).

From 2004 to 2008, the median academic year salary of survey respondents varied by school setting (see Table 1).

Table 1.
Median Academic Year Salaries of School-Based SLPs by Primary School Setting, 2004, 2006, and 2008.

School Setting	2004	2006	2008
Overall	\$50,000	\$52,131	\$58,000
Day or residential	\$46,000	\$60,128	\$64,932
Preschool	\$48,500	\$53,290	\$57,008
Elementary	\$50,000	\$52,000	\$57,000
Middle, junior high, or secondary	\$53,000	\$54,750	\$60,840
Combined (several)	\$48,500	\$51,537	\$58,000
Other	\$56,000	\$62,500	*

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

* Item not included in survey analysis.

n = 1,987 (2004); *n* = 1,669 (2006); *n* = 1,636 (2008)



Salaries by Primary Employment Function

In 2008, as in 2006 and 2004, the vast majority of survey respondents reported that they are employed as a clinical service provider (92%, 92%, and 90%, respectively). Many of the remainder reported that they are employed as a special education teacher (3% in 2008, 4% in 2006, and 5% in 2004).

SLP Clinical Service Providers

In 2008, survey respondents who are clinical service providers reported earning a median academic year salary of \$57,800, up from \$52,000 in 2006 (an 11% increase) and \$49,800 in 2004 (a 16% increase).

From 2004 to 2008, the median academic year salary of clinical service providers varied by school setting (see Table 2).

Table 2.
Median Academic Year Salaries of SLP Clinical Service Providers by School Setting, 2004, 2006, and 2008.

School Setting	2004	2006	2008
Overall	\$49,800	\$52,000	\$57,800
Day or residential	\$46,000	\$60,000	\$64,204
Preschool	\$47,801	\$52,721	\$57,000
Elementary	\$49,500	\$52,000	\$57,000
Middle, junior high, or secondary	\$52,582	\$55,000	\$61,328
Combined (several)	\$48,000	\$51,000	\$58,000

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

n = 1,777 (2004); *n* = 1,526 (2006); *n* = 1,496 (2008)

Special Education Teachers

In 2008, survey respondents who are employed as special education teachers in an elementary school reported earning a median academic year salary of \$60,735, up from \$52,000 in 2006 (a 17% increase) and \$51,000 in 2004 (a 19% increase; data not shown in any table).

Insufficient data were available from the 2004, 2006, and 2008 Schools Surveys to allow for the confidential reporting of median academic year salaries of respondents who are employed as special education teachers in other types of school settings.

Additionally, insufficient data were available to allow for the confidential reporting of median academic year salaries of other school-based SLPs, including researchers, consultants, administrators, supervisors, and directors.



**Salaries by
Years of
Experience**

As would be expected, in 2008, as in 2006 and 2004, survey respondents reported that overall, their median academic year salary increased with experience. The most seasoned SLPs reported earning at least \$21,000 a year more than those just starting out (see Table 3).

**Table 3.
Median Academic Year Salaries of School-Based SLPs by
Years of Experience, 2004, 2006, and 2008.**

Years of Experience	2004	2006	2008
1-3	\$38,669	\$40,041	<i>n</i> < 25
4-6	\$39,500	\$43,000	\$46,254
7-9	\$42,500	\$44,000	\$49,000
10-12	\$45,000	\$46,000	\$52,000
13-15	\$48,250	\$50,000	\$55,000
16-18	\$52,250	\$53,000	\$57,138
19-21	\$50,100	\$58,000	\$61,060
22-24	\$55,800	\$60,000	\$63,000
25-27	\$57,000	\$60,000	\$62,977
28 or more years	\$60,000	\$64,900	\$65,000

n = 1,985 (2004); *n* = 1,668 (2006); *n* = 1,633 (2008)

Survey respondents who work specifically in an elementary school also reported that overall, their median academic year salary increased with experience (see Table 4).

**Table 4.
Median Academic Year Salaries of SLPs Employed in an
Elementary School by Years of Experience, 2004, 2006, and 2008.**

Years of Experience	2004	2006	2008
1-3	\$38,669	\$40,040	<i>n</i> < 25
4-6	\$40,000	\$43,000	\$45,781
7-9	\$42,000	\$44,542	\$48,000
10-12	\$45,000	\$43,751	\$51,000
13-15	\$47,500	\$50,000	\$53,590
16-18	\$52,000	\$50,635	\$57,138
19-21	\$51,000	\$58,157	\$59,169
22-24	\$56,000	\$56,000	\$63,000
25-27	\$59,000	\$61,000	\$62,000
28 or more years	\$60,000	\$67,000	\$65,000

n = 1,154 (2004); *n* = 977 (2006); *n* = 1,009 (2008)

Salaries by Geographic Region

The median academic year salary of survey respondents varied by geographic region. In 2008, as in 2006 and 2004, survey respondents from the Mid-Atlantic region of the country reported earning a higher median academic year salary (\$68,900, \$65,000, and \$61,000, respectively) than those from the other regions of the country (see Table 5).

**Table 5.
Median Academic Year Salaries of School-Based SLPs by Geographic Region, 2004, 2006, and 2008.**

Geographic Region	2004	2006	2008
New England	\$54,000	\$60,000	\$61,000
Mid-Atlantic	\$61,000	\$65,000	\$68,900
East North Central	\$51,000	\$55,000	\$60,000
West North Central	\$44,000	\$47,000	\$49,000
South Atlantic	\$47,000	\$48,000	\$55,000
East South Central	\$41,000	\$43,180	\$49,500
West South Central	\$41,494	\$43,000	\$48,000
Mountain	\$48,000	\$50,000	\$55,000
Pacific	\$60,000	\$64,802	\$63,000

n = 1,978 (2004); *n* = 1,660 (2006); *n* = 1,634 (2008)



Geographic Regions With Corresponding States

New England	CT, ME, MA, NH, RI, VT
Mid-Atlantic	NJ, NY, PA
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
South Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
East South Central	AL, KY, MS, TN
West South Central	AR, LA, OK, TX
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA

**Salaries by
Type of
Community**

The median academic year salary of survey respondents varied by the type of community in which they work. In 2008, as in 2006 and 2004, survey respondents in suburban and metropolitan/urban communities reported earning at least \$7,000 more a year than those in rural communities (see Table 6).

**Table 6.
Median Academic Year Salaries of School-Based SLPs by
Type of Community, 2004, 2006, and 2008.**

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

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

n = 1,977 (2004); *n* = 1,655 (2006); *n* = 1,622 (2008)

**Calendar
Year Salaries**

As stated earlier in this report, few survey respondents (8% in 2008, 8% in 2006, and 9% in 2004) worked for a calendar year (i.e., 11 or 12 months), as opposed to an academic year (i.e., 9 or 10 months). Of those who did, however, in 2008, their overall median salary was \$65,000, up from \$57,000 in 2006 (a 14% increase) and \$54,000 in 2004 (a 20% increase).

From 2004 to 2008, the median calendar year salary of survey respondents varied by school setting (see Table 7).

**Table 7.
Median Calendar Year Salaries of School-Based SLPs by Primary School Setting,
2004, 2006, and 2008.**

School Setting	2004	2006	2008
Overall	\$54,000	\$57,000	\$65,000
Day or residential	<i>n</i> < 25	\$56,860	<i>n</i> < 25
Preschool	\$50,500	\$50,000	\$59,972
Elementary	\$54,750	\$64,000	\$60,000
Middle, junior high, or secondary	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Combined (several)	\$61,000	\$59,202	\$62,506
Other	\$62,000	<i>n</i> < 25	*

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

* Item not included in survey analysis.

n = 197 (2004); *n* = 158 (2006); *n* = 156 (2008)

**Response
Rate (2008)**

The 2008 Schools Survey was mailed in February 2008 to a random sample of 4,130 ASHA-certified SLPs 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 original 4,130 SLPs in the sample, 25 were retired, 17 were no longer employed in the field, 5 had bad mailing addresses, and 86 were ineligible for other reasons, leaving 3,997 possible respondents. The actual number of respondents was 2,556, resulting in a 64% response rate. The results presented in this report are based on responses from those 2,556 individuals.

**Response
Rate (2006)**

The 2006 Schools Survey was mailed in February 2006 to a random sample of 4,140 ASHA-certified SLPs 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 original 4,140 SLPs in the sample, 70 were retired, 66 were no longer employed in the field, and 57 were ineligible for other reasons, leaving 3,947 possible respondents. The actual number of respondents was 2,561, resulting in a 64.9% response rate. The results presented in this report are based on responses from those 2,561 individuals.

**Response
Rate (2004)**

The survey was mailed in February 2004 to a random sample of 4,000 ASHA-certified SLPs who were employed in school settings and 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 4,000 SLPs in the sample, 30 were retired, 15 were no longer employed in the field, and 91 were ineligible for other reasons, leaving 3,864 possible respondents. The actual number of respondents was 2,692, resulting in a 69.7% response rate. The results presented in this report are based on responses from those 2,692 individuals.

**Suggested
Citation**

American Speech-Language-Hearing Association. (2008). *Schools Survey report: Salary trends 2004–2008*. Rockville, MD: Author.

**Additional
Information**

For additional information regarding this report or school services generally, please contact Deborah Adamczyk, Director, School Services, at dadamczyk@asha.org or 800-498-2071, ext. 5690. To learn more about how the Association is working on behalf of school-based, ASHA-certified members, visit www.asha.org/members/slp/schools.