



AMERICAN  
SPEECH-LANGUAGE-  
HEARING  
ASSOCIATION



## Annual Salaries

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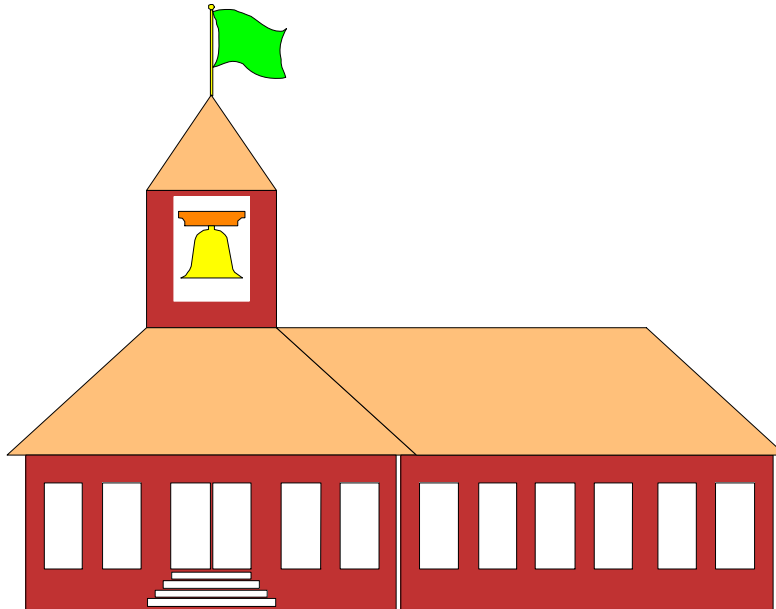
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## Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs) in the spring of 2008. The survey was designed to provide information about school-based service delivery and to update and expand information gathered during previous Schools and Omnibus Surveys.

The results are presented in a series of reports. This salary report is based on responses from SLPs in special day/residential, preschool, elementary, middle/junior high/secondary, and combined schools.

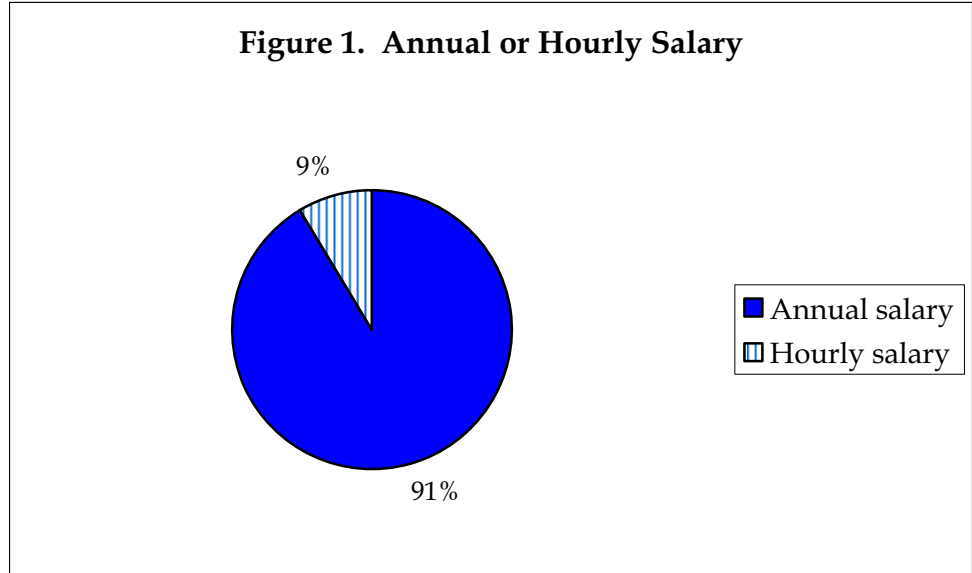
### *Overall Findings:*

- ◆ 91% worked for an annual salary.
- ◆ 56% worked in elementary schools.
- ◆ Median salary for working 11 or 12 months was \$65,000.
- ◆ Salaries for working 9 or 10 months averaged \$57,000 in elementary schools.
- ◆ Median academic year salaries for clinical service providers ranged from \$57,000 for preschools and elementary schools to \$64,204 in day/residential schools.
- ◆ Salaries increased with years of experience. The highest median academic year salary was \$71,154 and was achieved by SLPs who work in middle/junior high/secondary schools and have 28 or more years of experience.
- ◆ California (\$76,700) reported the highest median academic year salary; South Dakota the lowest (\$39,000).
- ◆ Rural salaries tended to be lower than suburban or urban salaries.
- ◆ Administrators/supervisors/directors who worked for a calendar year reported a median salary of \$79,515.
- ◆ 31% received a salary supplement.

## Salaries

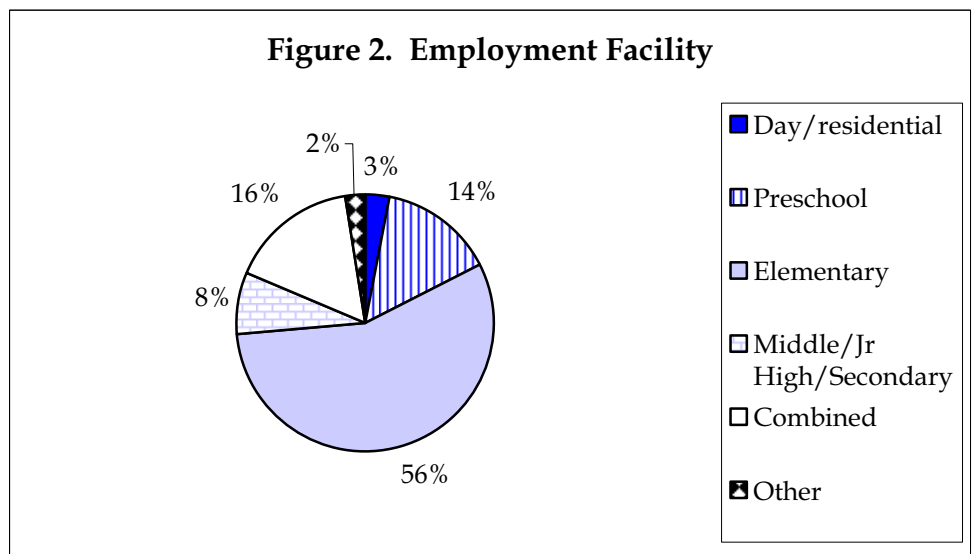
### Salary Basis

Of the 2,556 SLPs who responded to the 2008 Schools Survey, 2,203 (91%) reported that they worked for an *annual salary* and 214 (9%) for an hourly wage (see Figure 1 and Appendix Table 1). Of the latter group, 148 were contract employees.



*n* = 2,416

Salaries have traditionally been presented in ASHA reports as a function of various demographic characteristics: facilities, years of experience, region of the country, etc. More than half of the respondents worked in an elementary school (see Figure 2 and Appendix Table 2).



*n* = 2,393

**Excluded Groups**

Over 90% of those who worked for an annual salary worked for an academic year (i.e., 9 or 10 months). Because the number of respondents who worked for a *calendar year* (8%) or who worked for an *hourly salary* (9%) was small, analyzing those groups according to demographic characteristics would result in cells smaller than 25 individuals, the minimum reportable response size. Therefore, most of the analyses will be limited to SLPs who worked for an academic year and were paid an annual salary.

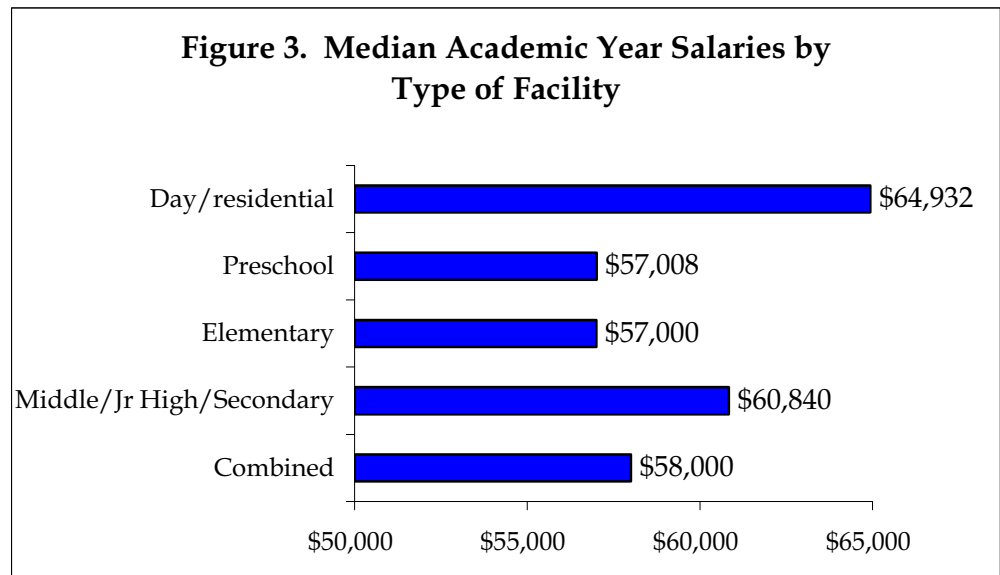
The 2% who worked in an “*other*” type of facility have been excluded from the report as a separate group. They are included where “*totals*” are reported but not as a separate category of facility because of the ambiguous nature of this small group of individuals.

The 23 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.

Completely missing from the report are the *contract employees* and *owners* who worked for an hourly wage as well as *clinical fellows* because there were no respondents in that group.

**Primary Employment Facility**

Median salaries for an *academic year* ranged from \$57,000 in elementary schools to \$64,932 in special day/residential schools (see Figure 3 and Appendix Table 3).

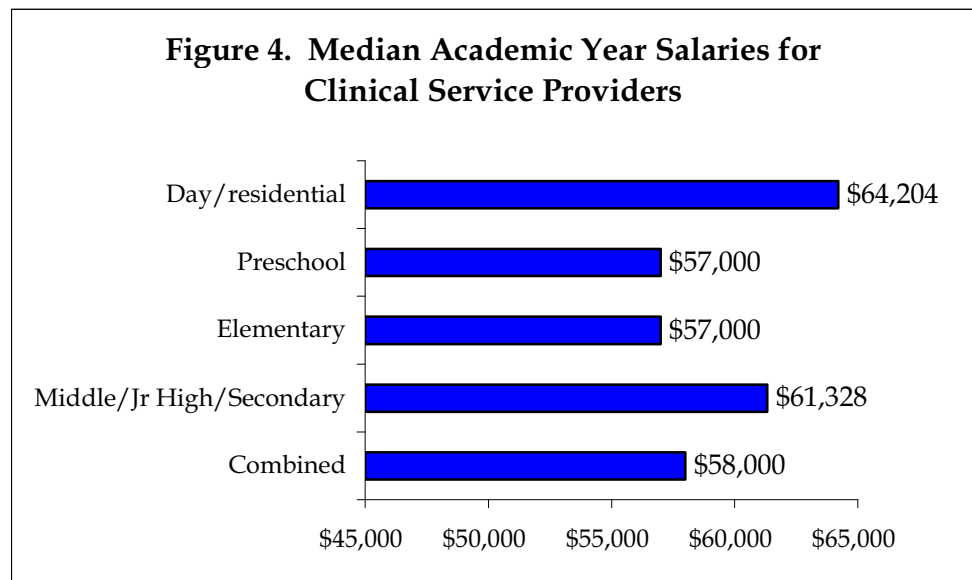


n = 1,608

**Primary  
Employment  
Function**

Median salaries for a *calendar* year ranged from \$59,972 (preschool) to \$62,506 (combined school setting; see Appendix Table 3).

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 ranged from \$57,000 in preschools and elementary schools to \$64,204 in day/residential schools (see Figure 4 and Appendix Table 4).



*n* = 1,481

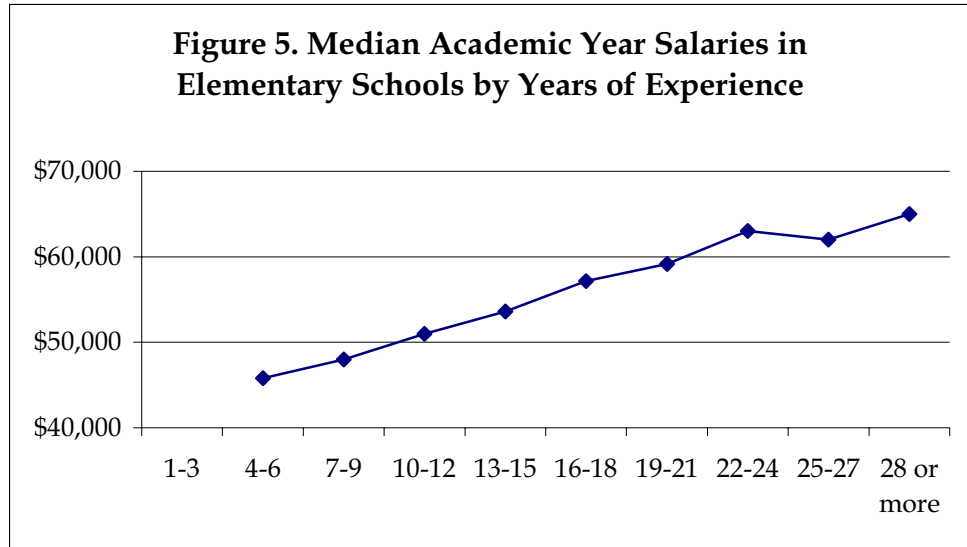
The only other group with sufficient numbers to be reported was *special education teachers* in elementary schools. Their average salary was \$60,735 (see Appendix Table 4).

Clinical service providers who worked for a *calendar* year reported a median salary of \$54,000 in preschool and \$60,000 in elementary school. The median annual salary for administrators/supervisors/directors who worked for a calendar year was \$76,444 (*n* = 27; data do not appear in any table).



*Years of Experience*

Salaries tend to increase with experience, although not in a straight line. Annual academic year salaries were \$45,781 in elementary schools for individuals with 4 to 6 years of experience, \$47,547 in combined school settings with 4 to 9 years of experience, \$50,972 in preschools with 7 to 9 years of experience, and \$54,460 in middle/junior high/secondary schools for SLPs who had worked 4 to 9 years (see Figure 5 and Appendix Table 5).



n = 1,009

Highest median academic year salaries for most types of facility were achieved with 28 or more years of experience: \$62,000 in preschools, \$65,000 in elementary schools, and \$71,154 in middle/junior high/secondary schools. However, the highest average salary in combined school settings was \$65,593 and was achieved with 19 to 24 years of experience (see Appendix Table 5).

*Region of the Country*

The range of median annual academic year salaries in the *Midwest* was small (\$55,712 to \$58,224), with the highest salaries being reported for preschools. The highest average salary in both the *South* and the *Northeast* was in middle/junior high/secondary schools (\$54,448 and \$69,000, respectively). The highest median salaries in the *West* were in elementary schools (\$63,874), as shown in Appendix Table 6.

While median *preschool* salaries were highest in the West (\$59,254), median salaries for *elementary schools* (\$68,000), *middle/junior high/secondary schools* (\$69,000), and *combined school settings* (\$67,685) were highest in the Northeast.



**State**

Approximately 70% 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* (California, New Jersey, New York, and Connecticut), and one had a median *below \$40,000* (South Dakota; see Table 1 and Appendix Table 7).

California	<b>\$76,700</b>	Indiana	\$54,000
New Jersey	<b>\$73,300</b>	Utah	\$52,850
New York	<b>\$73,000</b>	Montana	\$52,600
Connecticut	<b>\$72,600</b>	Texas	\$52,000
Maryland	\$68,500	Virginia	\$52,000
Michigan	\$65,313	Kentucky	\$50,000
Massachusetts	\$63,000	Nebraska	\$50,000
Illinois	\$62,000	North Carolina	\$49,905
Ohio	\$61,500	Alabama	\$49,725
Georgia	\$59,500	Mississippi	\$49,500
Minnesota	\$58,000	Missouri	\$48,322
Wyoming	\$57,155	Louisiana	\$45,996
New Mexico	\$57,000	Kansas	\$45,666
Arizona	\$56,500	North Dakota	\$47,000
Colorado	\$56,000	Tennessee	\$45,000
Florida	\$56,000	West Virginia	\$45,000
Pennsylvania	\$55,500	Oklahoma	\$43,500
Wisconsin	\$55,490	South Dakota	<b>\$39,000</b>

*n* = 1,314

*Population  
Density*

In the three 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 \$53,226; in rural elementary schools, \$51,000; and in rural combined school settings, \$54,000.

The *highest* average academic year salaries in both preschools (\$60,000) and combined school settings (\$60,469) were reported in suburban areas, while the highest salaries in elementary schools were the same in metropolitan/urban and suburban areas (\$60,000; see Appendix Table 8).



*Calendar Year  
Salaries*

As was pointed out earlier, only 8% of the respondents to this survey were paid for working a *calendar year* (i.e., 11 or 12 months). The median average salary for SLPs who worked full-time for a calendar year was \$65,000. There are insufficient numbers to describe differences by demographic characteristics as extensively as was the case for academic year salaries. The following are the exceptions:

- ◆ Salaries for SLPs who worked a calendar year averaged \$59,972 in preschools, \$60,000 in elementary schools, and \$62,506 in combined 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 \$54,000 ( $n = 32$ ) for clinical service providers in preschools and \$60,000 ( $n = 39$ ) 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 \$79,515 ( $n = 47$ ).
- ◆ Median salaries were \$66,000 ( $n = 61$ ) in *metropolitan/urban* areas, \$63,849 ( $n = 66$ ) in *suburban* areas, and \$63,600 ( $n = 27$ ) in *rural* areas for SLPs who worked for a calendar year.

*Salary  
Supplement*

A set of three questions on the survey asked about salary supplements or stipends (see Appendix Table 9).

- ◆ Nearly 31% of the SLPs who worked full- or part-time said that they received a salary supplement. Receiving a supplement varied by type of facility ( $p = .000$ ):
  - 34% of SLPs in elementary schools
  - 32% in combined school settings
  - 27% in middle/junior high/secondary schools
  - 24% in preschools
  - 11% in special day/residential schools (not shown in any table).
- ◆ More than half (51%) of those receiving a supplement identified the reason as having their ASHA Certificate of Clinical Competence (CCC; not shown in any table).
  - 35% said extra work (e.g., Medicaid billing, supervision) was the reason for their supplement.
  - 20% received a recruitment and retention bonus.
- ◆ When asked how often they received their supplement/stipend,
  - 73% replied annually, no cap
  - 17% replied one time only
  - 10% replied annually for up to 10 years (see Appendix Table 10).



## 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 in order to better meet affiliates' needs. This 2008 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 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, 5 had bad mailing addresses, 17 were no longer employed in the field, 25 were retired, and 86 were ineligible for other reasons, leaving 3,997 possible respondents. The actual number of respondents was 2,556, resulting in a **64.0%** response rate. The results presented in this report are based on responses from those 2,556 individuals.

### Other Reports

Results from the 2008 Schools Survey are reported in a series of reports:

- Caseload Characteristics
- Current Issues
- Salaries
- Workforce
- Frequency Report
- Survey Methodology, Respondent Demographics, and Glossary

### Suggested Citation

American Speech-Language-Hearing Association. (2008). *2008 Schools Survey report: Annual salaries*. Rockville, MD: Author.

## Supplemental Sources

American Speech-Language-Hearing Association. (1999). *Guidelines for the roles and responsibilities of the school based speech-language pathologist*. Available from [www.asha.org/reference](http://www.asha.org/reference).

American Speech-Language-Hearing Association. (2002). *A workload analysis approach for establishing speech-language caseload standards in the schools: Guidelines*. Available from [www.asha.org/reference](http://www.asha.org/reference).

American Speech-Language-Hearing Association. (2002). *A workload analysis approach for establishing speech-language caseload standards in the schools: Position statement*. Available from [www.asha.org/reference](http://www.asha.org/reference).

American Speech-Language-Hearing Association. (2002). *A workload analysis approach for establishing speech-language caseload standards in the schools: Technical report*. Available from [www.asha.org/reference](http://www.asha.org/reference).

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American Speech-Language-Hearing Association. (2008). *Advocating for higher salaries and extra benefits from your local school district*. Available from [www.asha.org/about/legislation-advocacy/advocacy-schools.htm](http://www.asha.org/about/legislation-advocacy/advocacy-schools.htm).

Also from [www.asha.org](http://www.asha.org):

- ◆ *U.S. News & World Report* for Best Careers of 2008.
- ◆ Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2006-07 Edition*, Speech-Language Pathologists.

## Additional Information

For additional information regarding the 2008 Schools Survey, please contact Deborah Adamczyk, Director of ASHA's School Services, at 800-498-2071, ext. 5690; e-mail: [dadamczyk@asha.org](mailto: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/members/slp/schools](http://www.asha.org/members/slp/schools).

## 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. 9 In your <u>primary job</u> , are you paid on an annual or an hourly basis? Analyses limited to respondents who met the following criterion: ❖ CCC-SLP		
Response	Frequency	Valid Percentage
Annual salary	2,203	91.2
Hourly rate	214	8.8
Total	2,416	

**Table 2: Facility**

Q. 7 Primary Employment <i>Facility</i> . Circle the <u>number</u> of the <u>one</u> primary facility that best describes the one in which you worked <u>most</u> of the time on your typical day. (For individuals engaged in <b>private practice</b> , indicate the type of facility in which you deliver most of your services.) (Percentages) Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Employed full-time or part-time	
Response	(n = 2,393)
Special day/residential school	4.2
Pre-elementary (preschool)	14.3
Elementary school	56.3
Middle/junior high/secondary school	7.8
Combined school settings (several schools) [NB: includes several grade levels]	16.1
Other	2.4

**Table 3: Median Annual Salaries by Salary Basis and Facility**

Q. 10 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.) (Median gross annual salary, February 2008)

Analyses limited to respondents who met the following criteria:

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

Annual Salary	Total	Day/ Residential	Preschool	Elementary	Middle/ Jr High/ Secondary	Combined
Work 9–10 months (academic year)						
	(n = 1,636)	(n = 28)	(n = 177)	(n = 1,012)	(n = 128)	(n = 263)
Median	\$58,000	\$64,932	\$57,008	\$57,000	\$60,840	\$58,000
Work 11–12 months (calendar year)						
	(n = 156)	(n = 9)	(n = 38)	(n = 42)	(n = 7)	(n = 31)
Median	\$65,000	n < 25	\$59,972	\$60,000	n < 25	\$62,506

**Table 4: Median Annual Academic Year Salaries by Function**

Q. 10 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.) (Median gross annual salary, February 2008)  
 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		Middle/Jr High/ 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	25	\$64,204	161	\$57,000	947	\$57,000	116	\$61,328	232	\$58,000
Special education teacher	2	<i>n</i> < 25	10	<i>n</i> < 25	40	\$60,735	8	<i>n</i> < 25	3	<i>n</i> < 25
Researcher	0		0		0	0				
Consultant	0		1		2	1				
Administrator/ supervisor/director	1		3		18	2				
Other	0		1		1	1				

**Table 5: Median Annual Academic Year Salaries by Years of Experience**

Q. 10 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that (February 2008) date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:

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

Years of Experience	Day/Residential		Preschool		Elementary		Middle/Jr High/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	2	<i>n</i> < 25	3	<i>n</i> < 25	0	<i>n</i> < 25	0	<i>n</i> < 25
4-6 years	2		17		107	\$45,781	34	\$54,460	46	\$47,547
7-9 years	2		29	\$50,972	103	\$48,000				
10-12 years	2		28	\$51,879	128	\$51,000	37	\$54,280		
13-15 years	5		29	\$56,257	120	\$53,590			30	\$58,690
16-18 years	0				92	\$57,138				
19-21 years	2		27	\$60,000	90	\$59,169	8	<i>n</i> < 25	40	\$65,593
22-24 years	0				68	\$63,000	28	\$69,445		
25-27 years	2		19	<i>n</i> < 25	115	\$62,000			31	\$61,352
28 or more years	13		27	\$62,000	183	\$65,000	27	\$71,154	70	\$64,715

**Table 6: Median Annual Academic Year Salaries by Region of the Country**

Q. 10 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that (February 2008) date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:

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

Region	Day/ Residential		Preschool		Elementary		Middle/Jr High/ Secondary		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
<b>Northeast</b>	<b>17</b>	<i>n</i> < 25	<b>42</b>	<b>\$59,116</b>	<b>233</b>	<b>\$68,000</b>	<b>36</b>	<b>\$69,000</b>	<b>64</b>	<b>\$67,685</b>
Middle Atlantic	13		21	<i>n</i> < 25	162	\$68,000	15	<i>n</i> < 25	44	\$75,379
New England	3		21		71	\$65,995	21		21	<i>n</i> < 25
<b>Midwest</b>	<b>2</b>		<b>58</b>	<b>\$58,224</b>	<b>254</b>	<b>\$57,000</b>	<b>42</b>	<b>\$58,025</b>	<b>71</b>	<b>\$55,712</b>
E. N. Central	1		39	\$60,000	163	\$60,000	22	<i>n</i> < 25	48	\$60,000
W. N. Central	1		19	<i>n</i> < 25	91	\$50,086	20		23	<i>n</i> < 25
<b>South</b>	<b>6</b>		<b>44</b>	<b>\$54,000</b>	<b>369</b>	<b>\$50,532</b>	<b>25</b>	<b>\$54,448</b>	<b>81</b>	<b>\$54,000</b>
E. S. Central	1		4	<i>n</i> < 25	55	\$49,021	6	<i>n</i> < 25	12	<i>n</i> < 25
S. Atlantic	5		23		212	\$53,177	16		37	\$56,585
W. S. Central	0		18		102	\$50,000	3		31	\$53,000
<b>West</b>	<b>3</b>		<b>33</b>	<b>\$59,254</b>	<b>157</b>	<b>\$63,874</b>	<b>25</b>	<b>\$60,258</b>	<b>45</b>	<b>\$60,000</b>
Mountain	0		17	<i>n</i> < 25	57	\$55,684	9	<i>n</i> < 25	22	<i>n</i> < 25
Pacific	3		16		100	\$70,000	17		24	

**Table 7: Median Annual Academic Year Salaries by State**

Q. 10 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:

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

State	\$	n	State	\$	n	State	\$	n	State	\$	n
AK		21	ID		24	MT	\$52,600	27	RI		24
AL	\$49,725	26	IL	\$62,000	55	NC	\$49,905	38	SC		21
AR		21	IN	\$54,000	35	ND	\$47,000	27	SD	\$39,000	26
AZ	\$56,500	30	KS	\$45,666	33	NE	\$50,000	29	TN	\$45,000	25
CA	\$76,700	68	KY	\$50,000	33	NH		23	TX	\$52,000	42
CO	\$56,000	31	LA	\$45,996	25	NJ	\$73,300	34	UT	\$52,850	28
CT	\$72,600	36	MA	\$63,000	39	NM	\$57,000	25	VA	\$52,000	37
DC		7	MD	\$68,500	42	NV		20	VT		23
DE		24	ME		17	NY	\$73,000	71	WA		24
FL	\$56,000	43	MI	\$65,313	45	OH	\$61,500	40	WI	\$55,490	48
GA	\$59,500	32	MN	\$58,000	41	OK	\$43,500	34	WV	\$45,000	26
HI		24	MO	\$48,322	52	OR		24	WY	\$57,155	26
IA		23	MS	\$49,500	27	PA	\$55,500	38			

**Table 8: Median Annual Academic Year Salaries by Population Density**

Q. 10 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:

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

Population Density	Day/ Residential		Preschool		Elementary		Middle/Jr High/ Secondary		Combined	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Metropolitan/urban	12	<i>n</i> < 25	48	\$56,675	239	\$60,000	37	\$60,198	70	\$58,000
Suburban	14		78	\$60,000	541	\$60,000	75	\$62,000	117	\$60,469
Rural	2		50	\$53,226	225	\$51,000	13	<i>n</i> < 25	72	\$54,000

**Table 9: Salary Supplements**

Q 12. Do you receive a salary supplement/stipend? (Percents)						
Analyses limited to respondents who met the following criteria:						
❖ CCC-SLP						
❖ Employed full-time or part-time						
Response	Total	Day/ Residential	Preschool	Elementary	Middle/Jr High/ Secondary	Combined
	(n = 2,400)	(n = 75)	(n = 339)	(n = 1,335)	(n = 185)	(n = 381)
Yes	30.8	10.7	24.2	34.4	27.0	32.3
No (SKIP to Q. 15.)	69.2	89.3	75.8	65.6	73.0	67.7
Statistical significance		$\chi^2 = 30.5, df = 4, p = .000$				

**Table 10: Frequency of Salary Supplements**

Q 14. How often do you receive it? (Percents)						
Analyses limited to respondents who met the following criteria:						
❖ CCC-SLP						
❖ Employed full-time or part-time						
❖ Answered "Yes" to Q. 12						
Response	Total	Day/ Residential	Preschool	Elementary	Middle/Jr High/ Secondary	Combined
	(n = 714)	(n = 8)	(n = 79)	(n = 449)	(n = 49)	(n = 117)
One time only	17.2	n < 25	26.6	17.1	18.4	12.8
Annually for up to 10 years	9.9		5.1	11.1	8.2	8.5
Annually, no cap	73.0		68.4	71.7	73.5	78.6
Statistical significance		Too many cells (20%) have expected count less than 5.				