



ASHA
American
Speech-Language-Hearing
Association

Schools Survey Report:
SLP Annual Salary and Hourly Wage Trends
2004–2022

Gail P. Brook, Surveys and Analysis
American Speech-Language-Hearing Association
2200 Research Boulevard
Rockville, MD 20850-3289
September 2022

Contents

- Introduction..... 3
- Survey Report Highlights..... 3
- Salary Basis..... 4
 - Annual Salary or Hourly Wage..... 4
 - Academic or Calendar Year..... 5
- Limitations of Data Analysis..... 5
- Academic Year Salaries..... 6
 - By School Setting..... 6
 - By Work Role..... 6
 - By Years of Experience in the Profession..... 7
 - By Years of Experience in the Schools..... 7
 - By Geographic Region and Division..... 8
 - By State..... 8
 - By Type of Community..... 8
- Calendar Year Salaries..... 9
 - By School Setting..... 9
 - By Work Role..... 9
- Hourly Wages..... 10
 - By School Setting..... 10
 - By Geographic Region..... 10
- Number of Hours Worked per Week..... 10
- Hourly Wages of Contractors..... 11
 - By School Setting..... 11
 - By Geographic Region..... 11
 - By Type of Community..... 11
- Salary Supplements..... 12
- Survey Methodology..... 13
- Response Rates..... 13
- Suggested Citation..... 13
- Additional Information..... 13

Questions?.....	13
Acknowledgment.....	13
Appendix.....	14
Data Tables.....	15
Key of Geographic Regions and Divisions With Corresponding States.....	18

Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2022 Schools Survey* to gather information about professional issues affecting school-based speech-language pathologists (SLPs) and audiologists. Results from this survey are presented in a series of reports, including this report on SLP annual salary and hourly wage trends.

The salaries presented in this report are full-time gross salaries (salaries prior to deductions). The statistic that is presented is the median (i.e., middle or 50th percentile). Median salaries and wages are presented because they are more stable than means (i.e., averages) and are less sensitive to extreme values. To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents.

Findings from the 2004, 2006, 2008, 2010, 2012, 2014, 2016, 2018, and 2020 *ASHA Schools Surveys* are included in this report for comparative purposes. Questions differ among surveys, so data on all topics are not available for all survey years.

Survey Report Highlights

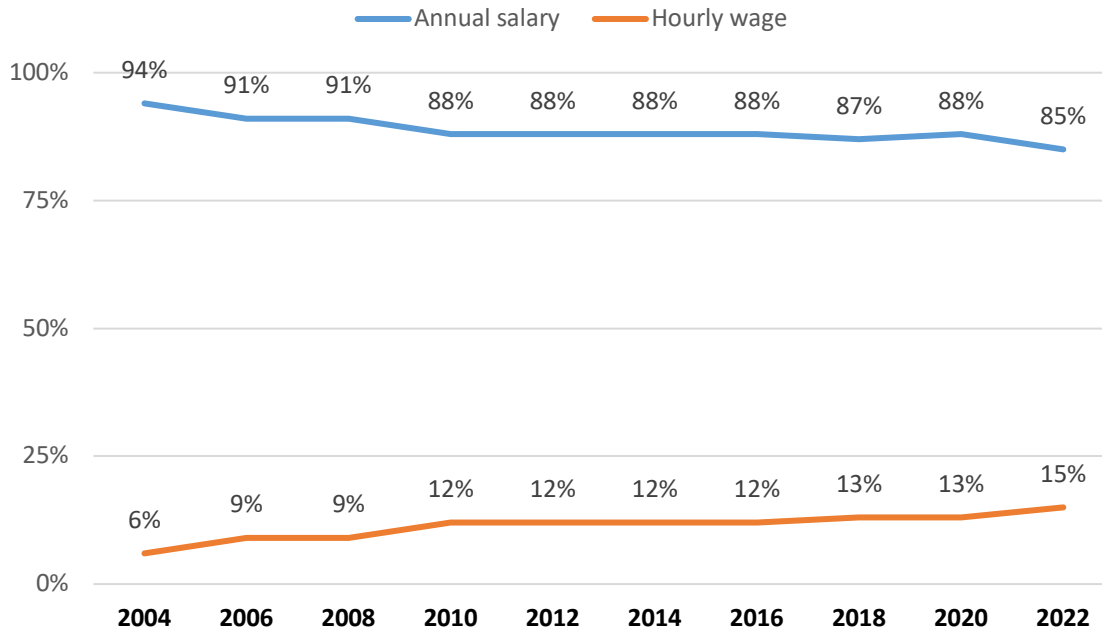
- In 2022, 85% of SLPs were paid an annual salary in their primary job—down slightly from past years (87%–94% from 2004 to 2020). The remainder were paid at an hourly rate.
- In 2022, 92% of SLPs who were paid an annual salary in their primary job worked 9 or 10 months per year (an academic year)—the same or about the same as in past years (90%–92% from 2004 to 2020). The remainder worked 11 or 12 months per year (a calendar year).
- In 2022, SLPs reported an overall median academic year salary of \$69,000—up from \$66,000 in 2020 (a 5% increase).
- In 2022, SLPs reported an overall median calendar year salary of \$80,000—the same as in 2020.
- From 2016 to 2022, SLPs in secondary schools reported a higher median academic year salary than that of SLPs in other schools.
- In 2022, SLPs reported an overall median hourly wage of \$51.00—down from \$54.00 in 2020 (a 6% decline).
- In 2022, SLPs who were paid an hourly wage in their primary job worked a median of 30 hours per week—up substantially from past years (21–24 hours per week from 2010 to 2020).
- From 2010 to 2022, more SLPs received a salary supplement for having their ASHA Certificate of Clinical Competence (CCC) than for any other reason.

Salary Basis

Annual Salary or Hourly Wage

In 2022, 85% of SLPs were paid an annual salary in their primary job—down slightly from past years (87%–94% from 2004 to 2020; see Figure 1). The remainder were paid at an hourly rate.

Figure 1. Percentage of school-based SLPs who are paid an annual salary or an hourly wage in their primary job, by year.



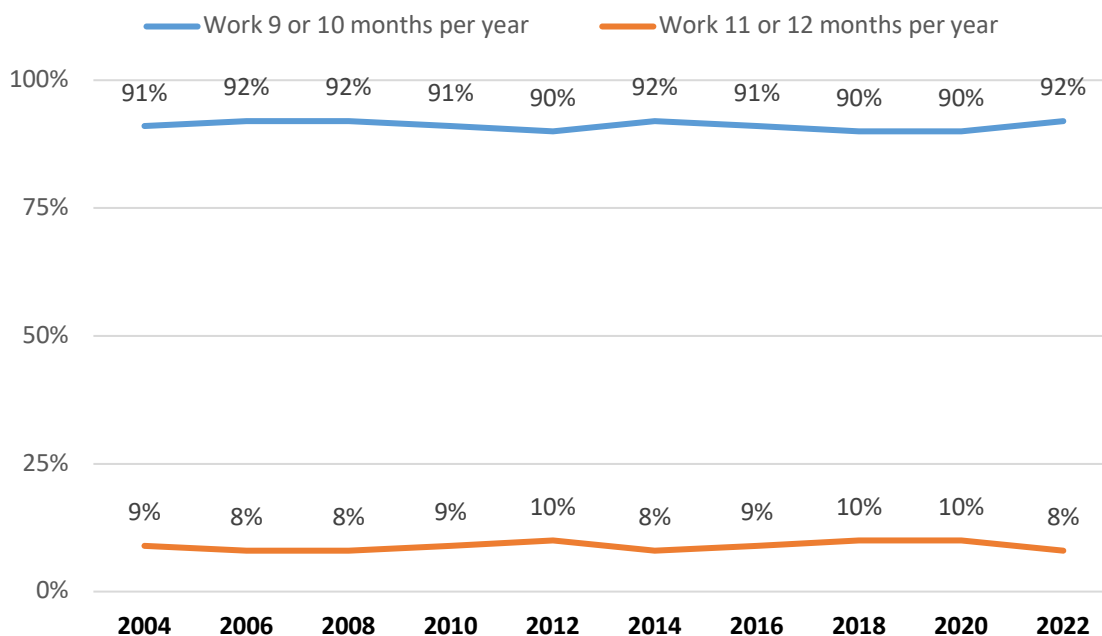
Note. These data are from the 2004, 2006, 2008, 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. Because of rounding, percentages may not total exactly 100%.

n = 2,597 (2004); *n* = 2,433 (2006); *n* = 2,416 (2008); *n* = 2,418 (2010); *n* = 2,411 (2012); *n* = 1,694 (2014); *n* = 1,798 (2016); *n* = 2,104 (2018); *n* = 1,715 (2020); *n* = 2,955 (2022).

Academic or Calendar Year

In 2022, 92% of SLPs who were paid an annual salary in their primary job worked 9 or 10 months per year (an academic year)—the same or about the same as in past years (90%–92% from 2004 to 2020; see Figure 2). The remainder worked 11 or 12 months per year (a calendar year).

Figure 2. Percentage of school-based SLPs who are paid an annual salary in their primary job and who work 9 or 10 months per year or 11 or 12 months per year, by year.



Note. These data are from the 2004, 2006, 2008, 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys.

n = 2,184 (2004); *n* = 1,827 (2006); *n* = 1,792 (2008); *n* = 1,979 (2010); *n* = 1,992 (2012); *n* = 1,392 (2014); *n* = 1,503 (2016); *n* = 1,720 (2018); *n* = 1,498 (2020); *n* = 2,480 (2022).

Limitations of Data Analysis

Because the percentage of SLPs who were paid on an hourly basis or who worked 11 or 12 months per year is so small, most of the analyses included in this report are limited to SLPs who were paid an annual salary and who worked 9 or 10 months per year.

Academic Year Salaries

In 2022, SLPs reported an overall median academic year salary of \$69,000—up from \$66,000 in 2020 (a 5% increase; see Appendix Table 1). The median salary is the salary at which half of the SLPs reported more than that amount, and half reported less.

Numerous variables—including work setting and role, years of experience in the profession and in the schools, geographic area, and population density—affect earnings.

Academic Year Salaries by School Setting

The median academic year salary of SLPs varied by school setting. In 2022, more than half (59%) of SLPs who completed the *ASHA Schools Survey* worked at an elementary school—the same or about the same as in past years (57%–59% from 2018 to 2020). In 2022, they reported a median academic year salary of \$68,000—up from \$65,000 in 2020 (a 5% increase; see Appendix Table 1).

From 2016 to 2022, SLPs in secondary schools reported a higher median academic year salary than that of SLPs in other schools. In 2022, they reported a median academic year salary of \$75,899—up from \$75,000 in 2020 (a 1% increase; see Appendix Table 1).

Academic Year Salaries by Work Role

Administrators, Supervisors, Directors

The median academic year salary of SLPs varied by work role. In 2022, SLPs who held the position of administrator, supervisor, or director reported a median academic year salary of \$80,000—up from \$64,520 in 2014 and \$63,123 in 2018 (a 27% increase from 2018). (These data are not shown in any figure or table.)

Clinical Service Providers

In 2022, 93% of SLPs who completed the *ASHA Schools Survey* held the position of clinical service provider—about the same as in past years (88%–94% from 2006 to 2020). They reported a median academic year salary of \$68,000—up from \$66,000 in 2020 (a 3% increase; see Appendix Table 2).

Diagnosticians

In 2022, SLPs who held the position of diagnostician reported a median academic year salary of \$70,000—compared with \$63,000 in 2016, \$62,272 in 2018, and \$79,177 in 2020 (a 12% decline from 2020). (These data are not shown in any figure or table.)

Special Education Teachers

In 2022, SLPs who held the position of special education teacher reported a median academic year salary of \$70,000—up from \$55,800 in 2016, \$55,515 in 2018, and \$62,000 in 2020 (a 13% increase from 2020). (These data are not shown in any figure or table.)

Academic Year Salaries by Years of Experience in the Profession

As would be expected, the median academic year salary of SLPs tended to increase with years of experience in the profession. In 2022, SLPs with the most experience reported a median academic year salary of \$82,000—\$28,000 more per year than those SLPs with the least experience (see Appendix Table 3). From 2006 to 2020, the pay differential ranged from about \$19,000 to \$28,000 per year.

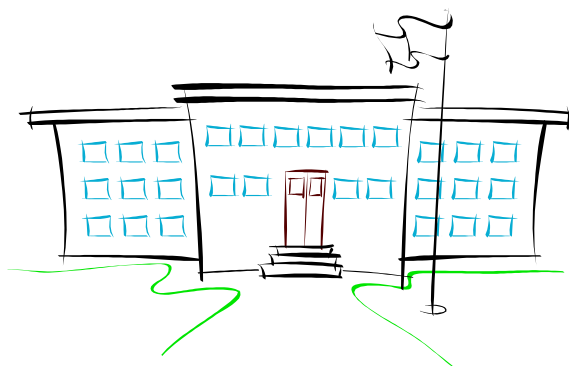
Academic Year Salaries by Years of Experience in the Schools

The median academic year salary of SLPs tended to increase with years of experience in the schools. In 2022, SLPs with the most experience reported a median academic year salary of \$83,000—about \$28,000 more per year than those SLPs with the least experience (see Table 1). From 2010 to 2020, the pay differential ranged from about \$19,000 to \$29,000 per year.

Table 1. Median academic year salaries of SLPs, by years of experience in the schools and year.

Years of experience in schools	\$						
	2010 (n = 1,515)	2012 (n = 1,572)	2014 (n = 1,088)	2016 (n = 1,197)	2018 (n = 1,362)	2020 (n = 1,191)	2022 (n = 2,010)
1–3	45,200	48,000	n/r	53,506	51,000	55,641	54,909
4–6	49,000	51,000	51,000	52,824	55,000	60,000	61,700
7–9	54,000	53,000	55,000	56,000	61,327	60,000	62,615
10–12	56,000	56,997	56,000	61,193	64,000	65,000	69,000
13–15	58,731	60,000	61,634	64,000	64,000	72,000	74,000
16–18	60,000	64,000	62,000	65,000	66,932	69,000	76,000
19–21	65,878	70,000	65,462	68,219	70,000	70,000	79,100
22–24	67,451	65,896	64,876	71,304	70,459	78,000	78,666
25–27	64,500	68,000	71,755	72,593	75,000	78,000	80,000
28 or more	70,000	70,000	74,847	72,546	80,000	78,000	83,000

Note. These data are from the 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25 survey respondents).



Academic Year Salaries by Geographic Region and Division

The median academic year salary of SLPs varied by the geographic region and division in which they worked. From 2008 to 2022, SLPs in the Northeast and West reported a higher median academic year salary than SLPs in the South and Midwest (see Appendix Table 4a; see Appendix Table 4b for a key of geographic regions and divisions with corresponding states).

Correspondingly, SLPs in the New England, Middle Atlantic, and Pacific divisions reported a higher median academic year salary than that of SLPs in other divisions.

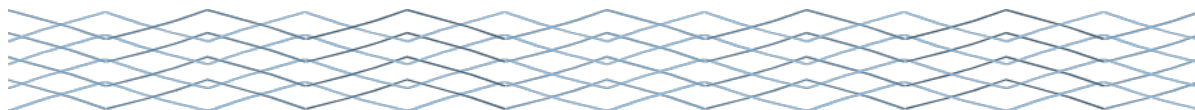
Academic Year Salaries by State

The median academic year salary of SLPs typically varied by the state in which they worked. In 2022, SLPs in California reported the highest median academic year salary (\$99,437)—up from \$95,000 in 2020 (a 5% increase; see Appendix Table 5).

Academic Year Salaries by Type of Community

The median academic year salary of SLPs typically varied by the type of community in which they worked. From 2006 to 2022, SLPs in suburban and city/urban areas reported a higher median academic year salary than that of SLPs in rural areas.

In 2022, SLPs in suburban areas reported a median academic year salary of \$72,000—up from \$68,000 in 2020 (a 6% increase; see Appendix Table 6). SLPs in city/urban areas reported a median academic year salary of \$70,000—the same as in 2020. SLPs in rural areas reported a median academic year salary of \$60,000—the same as in 2020.



Calendar Year Salaries

In 2022, SLPs reported an overall median calendar year salary of \$80,000—the same as in 2020 (see Appendix Table 7).

Calendar Year Salaries by School Setting

The median calendar year salary of SLPs varied by school setting. In 2022, SLPs in elementary schools reported the highest median calendar year salary (\$86,000)—down from \$89,000 in 2020 (a 3% decline; see Appendix Table 7).

Calendar Year Salaries by Work Role

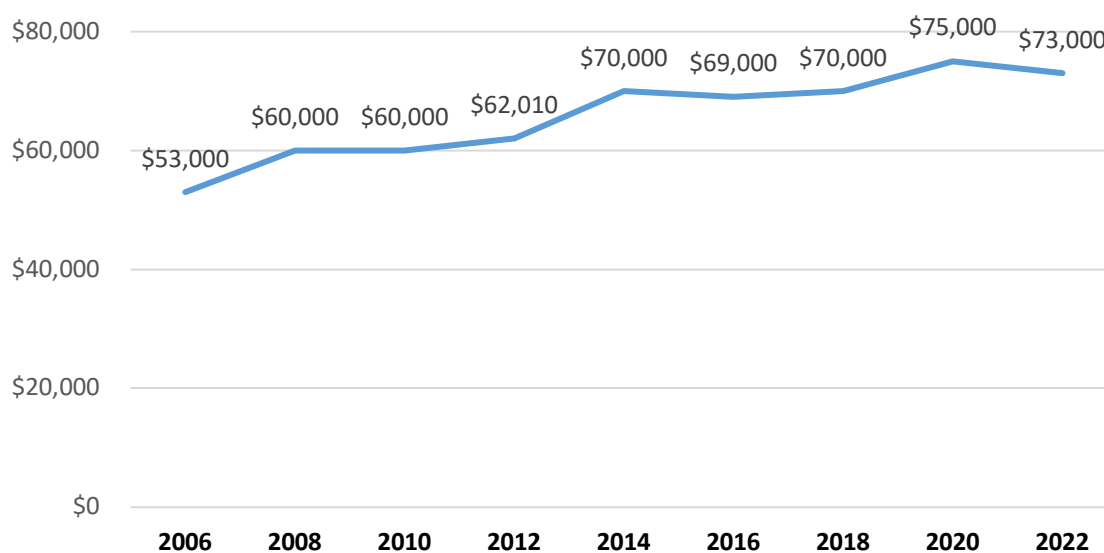
Administrators, Supervisors, Directors

The median calendar year salary of SLPs varied by work role. In 2022, SLPs who held the position of administrator, supervisor, or director reported a median calendar year salary of \$100,000—up from \$84,626 in 2016 and \$80,000 in 2018 (a 25% increase from 2018). (These data are not shown in any figure or table.)

Clinical Service Providers

In 2022, SLPs who held the position of clinical service provider reported a median calendar year salary of \$73,000—down from \$75,000 in 2020 (a 3% decline; see Figure 3).

Figure 3. Median calendar year salaries of school-based SLPs who hold the position of clinical service provider, by year.



Note. These data are from the 2006, 2008, 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. $n = 103$ (2006); $n = 108$ (2008); $n = 108$ (2010); $n = 114$ (2012); $n = 68$ (2014); $n = 93$ (2016); $n = 97$ (2018); $n = 84$ (2020); $n = 118$ (2022).

Hourly Wages

In 2022, SLPs reported an overall median hourly wage of \$51.00—down from \$54.00 in 2020 (a 6% decline; see Appendix Table 8).

Hourly Wages by School Setting

From 2010 to 2022, the median hourly wage of SLPs typically varied by school setting (see Appendix Table 8).

Hourly Wages by Geographic Region

The median hourly wage of SLPs typically varied by the geographic region in which they worked. From 2012 to 2022, SLPs in the Northeast typically reported the highest median hourly wage (see Table 3).

Table 3. Median hourly wages of school-based SLPs, by geographic region and year.

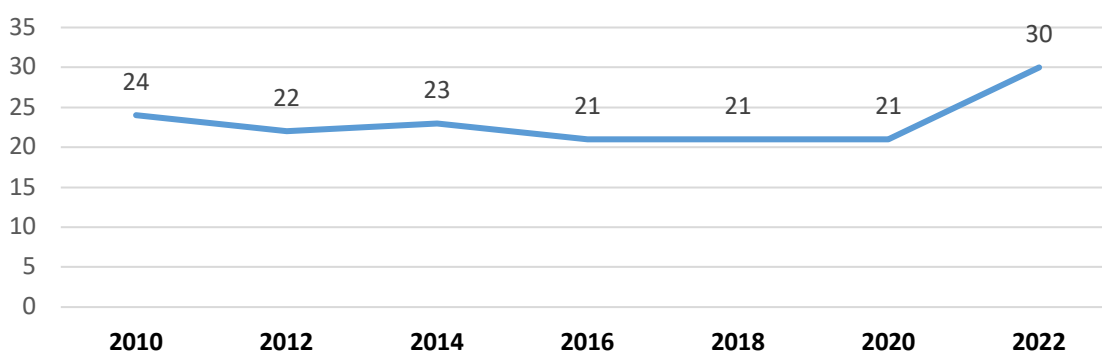
Geographic region	\$					
	2012 (n = 292)	2014 (n = 216)	2016 (n = 208)	2018 (n = 265)	2020 (n = 208)	2022 (n = 435)
Northeast	59.95	57.03	59.46	64.00	60.00	60.00
Midwest	48.00	44.76	40.00	45.00	55.00	45.00
South	50.00	50.00	49.00	50.00	50.00	50.00
West	50.00	60.00	52.96	51.00	53.00	55.00

Note. These data are from the 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys.

Number of Hours Worked per Week

In 2022, SLPs who were paid an hourly wage in their primary job worked a median of 30 hours per week—up substantially from past years (21–24 hours per week from 2010 to 2020; see Figure 4).

Figure 4. Median number of hours worked per week by school-based SLPs who are paid an hourly wage in their primary job, by year.



Note. These data are from the 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. $n = 279$ (2010); $n = 305$ (2012); $n = 207$ (2014); $n = 208$ (2016); $n = 265$ (2018); $n = 211$ (2020); $n = 441$ (2022).

Hourly Wages of Contractors

From 2010 to 2022, most SLPs who were paid an hourly wage in their primary job were contractors. In 2022, they reported an overall median hourly wage of \$50.00—down from \$55.00 in 2020 (a 9% decline; see Appendix Table 9).

Hourly Wages of Contractors by School Setting

From 2010 to 2022, the median hourly wage of SLPs who were contractors typically varied by school setting (see Appendix Table 9).

Hourly Wages of Contractors by Geographic Region

The median hourly wage of SLPs who were contractors varied by the geographic region in which they worked. From 2012 to 2022, contractors in the Northeast reported the highest median hourly wage (see Table 4).

Table 4. Median hourly wages of contract SLPs, by geographic region and year.

Geographic region	\$					
	2012 (n = 236)	2014 (n = 141)	2016 (n = 186)	2018 (n = 231)	2020 (n = 157)	2022 (n = 311)
Northeast	63.93	63.00	60.00	65.00	60.00	64.00
Midwest	49.46	n/r	40.00	46.41	55.00	45.00
South	51.27	50.00	49.00	50.00	50.00	50.00
West	51.00	60.00	50.00	50.03	52.00	51.00

Note. These data are from the 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25 survey respondents).

Hourly Wages of Contractors by Type of Community

The median hourly wage of SLPs who were contractors typically varied by the type of community in which they worked (see Table 5).

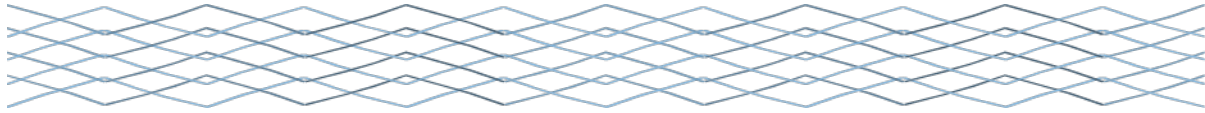
Table 5. Median hourly wages of contract SLPs, by type of community and year.

Type of community	\$		
	2018 (n = 221)	2020 (n = 153)	2022 (n = 298)
Rural	55.00	54.00	60.00
Suburban	50.34	55.00	50.00
City/urban	51.23	51.00	50.00

Note. These data are from the 2018, 2020, and 2022 ASHA Schools Surveys. The surveys did not provide definitions of rural, suburban, and city/urban.

Salary Supplements

In 2022, 25% of SLPs reported receiving a salary supplement, stipend, bonus, or other type of “salary upgrade” for having their ASHA CCC—the same or about the same percentage as in past years (22%–27% from 2010 to 2020; see Appendix Table 10). About 8% of SLPs reported receiving a supplement for doing Medicaid billing—the same percentage as in 2020.



Survey Methodology

A paper survey was mailed on February 15, 2022, to a random sample of 8,000 ASHA-certified SLPs and to all 649 ASHA-certified audiologists who were employed in school settings in the United States. The sample was stratified by state. Small groups, such as SLPs and audiologists in Wyoming, were oversampled. A pre-notification email about the survey was sent on February 15 to the SLPs and audiologists in sample. Paper replacement surveys were mailed to nonrespondents on March 28 and April 21.

Because small groups were oversampled, ASHA used weighting when presenting survey data.

Response Rates

Of the original 8,000 SLPs in the sample, 39 had incorrect mailing addresses, 20 had retired, 21 were employed in non-school settings, and 114 were not employed in the profession, which left 7,806 possible respondents. The actual number of respondents was 2,961—a 37.9% response rate. Past ASHA Schools Survey response rates are as follows:

- 2004: 69.7%
- 2006: 64.9%
- 2008: 64.0%
- 2010: 64.8% (overall); 65.5% (among SLPs)
- 2012: 63.6% (overall); 64.7% (among SLPs)
- 2014: 46.0% (overall); 47.0% (among SLPs)
- 2016: 47.4% (overall); 47.9% (among SLPs)
- 2018: 48.0% (overall); 48.8% (among SLPs)
- 2020: 40.3% (overall); 40.1% (among SLPs)

Suggested Citation

American Speech-Language-Hearing Association. (2022). *Schools survey report: SLP annual salary and hourly wage trends, 2004–2022*. www.asha.org

Additional Information

Companion reports are available on the ASHA website at www.asha.org/Research/memberdata/Schools-Survey/.

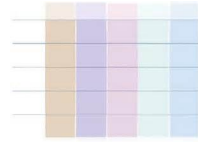
Questions?

For additional information regarding this report, please contact School Services at schools@asha.org.

Acknowledgment

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



Appendix Table 1. Median academic year salaries of SLPs, by school setting and year.

School setting	\$								
	2006 (n = 1,669)	2008 (n = 1,636)	2010 (n = 1,574)	2012 (n = 1,593)	2014 (n = 1,016)	2016 (n = 1,244)	2018 (n = 1,411)	2020 (n = 1,193)	2022 (n = 2,044)
Overall ^a	52,131	58,000	58,000	60,000	61,000	62,000	63,338	66,000	69,000
Special day or residential school	60,128	64,932	59,819	n/r	71,339	67,781	66,201	n/r	64,000
Preschool	53,290	57,008	60,000	56,825	60,000	59,539	62,000	67,500	67,000
Elementary school	52,000	57,000	58,000	59,000	60,000	60,000	62,715	65,000	68,000
Secondary school (middle, junior high, or senior high school)	54,750	60,840	61,786	63,749	67,000	70,347	68,000	75,000	75,899
Combination of schools	51,537	58,000	56,000	57,951	60,000	63,586	64,495	65,458	67,276
Other	62,500	—	—	—	—	—	—	—	—

Note. These data are from the 2006, 2008, 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. *n/r* = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25 survey respondents). Dash indicates that the item was not included in the data analysis. ^aThis item includes SLPs who did not indicate a school setting.

Appendix Table 2. Median academic year salaries of SLPs who hold the position of clinical service provider, by school setting and year.

School setting	\$								
	2006 (n = 1,526)	2008 (n = 1,496)	2010 (n = 1,445)	2012 (n = 1,499)	2014 (n = 1,016)	2016 (n = 1,118)	2018 (n = 1,284)	2020 (n = 1,193)	2022 (n = 2,044)
Overall ^a	52,000	57,800	58,000	59,717	60,927	62,000	63,551	66,000	68,000
Special day or residential school	60,000	64,204	55,934	n/r	71,339	66,817	65,671	n/r	64,000
Preschool	52,721	57,000	58,592	56,197	60,000	60,000	62,000	67,000	66,624
Elementary school	52,000	57,000	58,000	59,000	60,000	60,000	63,000	65,000	68,000
Secondary school (middle, junior high, or senior high school)	55,000	61,328	61,000	63,837	67,000	71,000	68,000	75,000	75,000
Combination of schools	51,000	58,000	56,000	56,530	60,000	61,757	65,000	63,000	65,000

Note. These data are from the 2006, 2008, 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. *n/r* = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25 survey respondents). ^aThis item includes SLPs who did not indicate a school setting.

Appendix Table 3. Median academic year salaries of school-based SLPs, by years of experience in the profession and year.

Years of experience in the profession	\$								
	2006 (n = 1,668)	2008 (n = 1,633)	2010 (n = 1,501)	2012 (n = 1,533)	2014 (n = 1,082)	2016 (n = 1,215)	2018 (n = 1,370)	2020 (n = 1,172)	2022 (n = 2,013)
1–3	40,041	n/r	45,200	47,000	n/r	53,328	49,000	55,849	54,000
4–6	43,000	46,254	49,000	51,000	51,000	51,920	52,000	57,000	59,605
7–9	44,000	49,000	52,000	54,000	54,863	55,168	58,567	58,000	62,582
10–12	46,000	52,000	53,000	52,000	55,000	58,000	62,000	62,000	67,000
13–15	50,000	55,000	58,000	60,000	58,878	62,709	64,967	65,400	70,000
16–18	53,000	57,138	59,970	60,000	60,000	60,000	65,000	67,500	72,000
19–21	58,000	61,060	62,982	64,184	61,994	66,310	68,000	70,000	78,000
22–24	60,000	63,000	64,226	68,025	62,936	68,485	67,000	73,706	72,000
25–27	60,000	62,977	65,000	65,000	69,753	72,000	70,000	73,625	80,000
28 or more	64,900	65,000	70,000	69,692	73,000	72,000	77,141	80,000	82,000

Note. These data are from the 2006, 2008, 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. *n/r* = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25 survey respondents).

Appendix Table 4a. Median academic year salaries of school-based SLPs, by geographic region and division and year.

Geographic regions and divisions	\$							
	2008 (n = 1,635)	2010 (n = 1,574)	2012 (n = 1,592)	2014 (n = 1,133)	2016 (n = 1,244)	2018 (n = 1,411)	2020 (n = 1,194)	2022 (n = 2,043)
Northeast	66,000	70,000	68,000	72,000	72,004	73,750	75,000	80,000
New England	63,844	67,000	70,000	71,000	74,939	74,000	75,000	80,000
Middle Atlantic	70,000	70,000	66,478	73,000	70,000	73,187	75,000	79,500
Midwest	57,000	56,000	60,000	61,000	59,000	63,000	62,000	65,000
East North Central	60,000	59,521	61,427	65,000	59,499	64,500	65,000	66,000
West North Central	51,000	52,948	53,791	55,000	58,505	57,915	60,000	62,000
South	52,000	51,500	52,000	53,000	55,759	56,000	59,000	61,814
South Atlantic	55,000	53,000	54,000	53,710	55,000	58,000	60,000	62,500
East South Central	49,605	49,000	48,938	50,000	51,000	54,000	56,800	55,000
West South Central	50,000	51,426	52,846	53,000	59,000	55,000	58,000	62,500
West	62,000	65,000	65,000	67,088	70,000	71,168	80,000	82,200
Mountain	55,207	58,000	57,767	55,000	59,000	63,000	63,000	67,500
Pacific	68,437	70,000	70,000	71,009	78,000	80,000	90,000	91,986

Note. These data are from the 2008, 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys.

Appendix Table 4b. Geographic regions and divisions with corresponding states.

Geographic regions and divisions	Corresponding states
Northeast	
New England	CT, ME, MA, NH, RI, VT
Middle Atlantic	NJ, NY, PA
Midwest	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
South	
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
West	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA

Appendix Table 5. Median academic year salaries of school-based SLPs, by state and year.

State	\$							
	2008 (n = 1,314)	2010 (n = 1,191)	2012 (n = 1,238)	2014 (n = 771)	2016 (n = 846)	2018 (n = 1,048)	2020 (n = 801)	2022 (n = 1,818)
Arizona	56,500	n/r	n/r	n/r	n/r	64,956	n/r	70,000
Arkansas	n/r	45,000	n/r	n/r	n/r	n/r	n/r	61,000
California	76,700	75,000	74,087	77,000	85,000	85,834	95,000	99,437
Colorado	56,000	n/r	60,000	n/r	n/r	69,579	n/r	70,000
Connecticut	72,600	77,000	72,000	n/r	n/r	n/r	n/r	84,000
Florida	56,000	50,000	52,500	52,200	54,000	54,500	59,500	59,996
Georgia	59,500	54,000	58,600	55,336	54,000	55,750	63,500	67,000
Illinois	62,000	56,824	65,491	70,000	66,500	70,000	70,440	75,000
Indiana	54,000	50,000	53,000	n/r	n/r	54,582	n/r	60,000
Kansas	45,666	n/r	n/r	n/r	n/r	n/r	n/r	57,062
Kentucky	50,000	51,106	48,350	n/r	n/r	n/r	n/r	58,000
Louisiana	45,996	50,000	50,471	n/r	n/r	49,000	n/r	51,000
Maryland	68,500	64,536	70,000	74,000	72,029	75,937	n/r	81,500
Massachusetts	63,000	65,000	68,500	70,500	75,000	74,000	80,000	84,500
Michigan	65,313	65,500	66,650	70,000	70,400	70,000	61,444	75,000
Minnesota	58,000	59,996	62,555	n/r	62,980	69,000	70,000	71,690
Missouri	48,322	44,000	52,150	53,500	52,500	50,000	59,436	58,890
New Jersey	73,300	80,000	74,000	76,750	72,090	70,000	75,000	80,000
New York	73,000	70,300	71,000	74,000	76,356	82,000	79,913	85,000
North Carolina	49,905	50,000	50,000	47,627	53,159	60,000	54,060	58,000
Ohio	61,500	60,000	60,000	58,500	55,000	63,000	62,000	62,293
Oklahoma	43,500	n/r	n/r	n/r	n/r	n/r	n/r	55,000
Oregon	n/r	n/r	n/r	n/r	n/r	n/r	n/r	70,000
Pennsylvania	55,500	58,000	58,000	68,500	59,250	60,000	65,000	67,000
South Carolina	n/r	n/r	n/r	n/r	n/r	n/r	n/r	62,408
Tennessee	45,000	n/r	n/r	n/r	n/r	n/r	n/r	54,000
Texas	52,000	53,806	55,000	56,000	60,500	60,000	63,000	66,599
Virginia	52,000	n/r	52,000	55,000	n/r	n/r	61,248	62,000

(Table continues)

Appendix Table 5. Continued

State	\$							
	2008 (n = 1,314)	2010 (n = 1,191)	2012 (n = 1,238)	2014 (n = 771)	2016 (n = 846)	2018 (n = 1,048)	2020 (n = 801)	2022 (n = 1,818)
Washington	n/r	n/r	n/r	n/r	n/r	n/r	n/r	84,281
Wisconsin	55,490	52,721	56,000	63,000	57,000	58,018	64,000	61,089

Note. These data are from the 2008, 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. Due to insufficient data, we did not report median academic year salaries for school-based SLPs in all states. *n/r* = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25 survey respondents).

Appendix Table 6. Median academic year salaries of school-based SLPs, by type of community and year.

Type of community	\$								
	2006 (n = 1,655)	2008 (n = 1,622)	2010 (n = 1,553)	2012 (n = 1,574)	2014 (n = 1,114)	2016 (n = 1,230)	2018 (n = 1,394)	2020 (n = 1,183)	2022 (n = 2,002)
Rural	47,000	52,000	51,000	54,000	54,077	54,201	56,000	60,000	60,000
Suburban	56,000	60,000	62,000	61,000	65,000	65,000	64,891	68,000	72,000
City/urban ^a	54,999	60,000	61,000	61,500	61,410	63,000	67,087	70,000	70,000

Note. These data are from the 2006, 2008, 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. The surveys did not provide definitions of rural, suburban, and city/urban. ^aFrom 2006 to 2012, this item was metropolitan/urban.

Appendix Table 7. Median calendar year salaries of SLPs, by school setting and year.

School setting	\$								
	2006 (n = 158)	2008 (n = 156)	2010 (n = 155)	2012 (n = 173)	2014 (n = 98)	2016 (n = 131)	2018 (n = 160)	2020 (n = 130)	2022 (n = 184)
Overall ^a	57,000	65,000	65,000	70,000	72,107	70,154	72,000	80,000	80,000
Special day or residential school	56,860	n/r	n/r	63,000	n/r	75,000	71,000	n/r	76,000
Preschool	50,000	59,972	56,737	71,298	n/r	60,348	67,569	75,000	74,816
Elementary school	64,000	60,000	65,118	60,000	71,000	60,000	80,000	89,000	86,000
Secondary school (middle, junior high, or senior high school)	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r
Combination of schools	59,202	62,506	n/r	n/r	n/r	n/r	n/r	n/r	79,000
Other	n/r	—	—	—	—	—	—	—	—

Note. These data are from the 2006, 2008, 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25 survey respondents). Dash indicates that the item was not included in the data analysis. ^aThis item includes SLPs who did not indicate a school setting.

Appendix Table 8. Median hourly wages of SLPs, by school setting and year.

School Setting	\$						
	2010 (n = 248)	2012 (n = 280)	2014 (n = 165)	2016 (n = 212)	2018 (n = 275)	2020 (n = 215)	2022 (n = 441)
Overall ^a	50.00	50.00	53.76	49.50	51.00	54.00	51.00
Special day or residential school	n/r	n/r	n/r	n/r	n/r	n/r	n/r
Preschool	51.50	54.74	48.00	n/r	56.28	59.00	50.00
Elementary school	50.00	50.00	55.00	52.00	50.00	54.00	51.00
Secondary school (middle, junior high, or senior high school)	n/r	50.00	46.81	n/r	50.00	n/r	48.40
Combination of schools	50.00	50.07	n/r	45.00	52.65	55.00	55.00

Note. These data are from the 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25 survey respondents). ^aThis item includes SLPs who did not indicate a school setting.

Appendix Table 9. Median hourly wages of contract SLPs, by school setting and year.

School Setting	\$						
	2010 (n = 191)	2012 (n = 243)	2014 (n = 161)	2016 (n = 186)	2018 (n = 231)	2020 (n = 157)	2022 (n = 311)
Overall ^a	50.00	52.55	55.00	49.76	52.00	55.00	50.00
Special day or residential school	n/r	n/r	n/r	n/r	n/r	n/r	n/r
Preschool	58.59	60.00	60.00	n/r	58.59	n/r	50.00
Elementary school	50.00	50.50	55.00	52.00	51.00	51.00	50.00
Secondary school (middle, junior high, or senior high school)	n/r	50.00	47.54	n/r	n/r	n/r	48.40
Combination of schools	n/r	52.14	n/r	n/r	53.46	n/r	57.00

Note. These data are from the 2010, 2012, 2014, 2016, 2018, 2020, and 2022 ASHA Schools Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25 survey respondents). ^aThis item includes contract SLPs who did not indicate a school setting.

Appendix Table 10. Percentage of school-based SLPs who receive a salary supplement, stipend, bonus, or other type of “salary upgrade,” by reason for receiving the upgrade and year.

Reason	%					
	2010 (n ≥ 2,079)	2012 (n ≥ 2,170)	2014 (n ≥ 1,495)	2016 (n ≥ 1,653)	2020 (n ≥ 1,576)	2022 (n ≥ 2,792)
ASHA CCCs	22	22	24	25	27	25
Certified specialization areas (e.g., reading/literacy, autism)	—	—	—	—	—	2
Extra duties (e.g., Medicaid billing, supervision)	11	11	12	12	—	—
Medicaid billing	—	—	—	—	8	8
Multilingual skills/experience ^a	1	2	2	2	—	3
National Board Certification for teachers	—	—	—	6	—	—
Recruitment/retention bonus	—	5	5	5	—	—
Results of performance evaluation ^b	—	2	3	6	—	—
Supervision	—	—	—	—	—	10
Supervision of assistants or aides	—	—	—	—	5	—
Supervision of graduate students	—	—	—	—	5	—

Note. These data are from the 2010, 2012, 2014, 2016, 2020, and 2022 ASHA Schools Surveys. Dash indicates that the item was not included in the survey. ^aIn the 2010, 2012, 2014, and 2016 surveys, this item was *bilingual services*. ^bIn the 2012 and 2014 surveys, this item was *results of value-added assessment*.