

Shenandoah Wage Scales

CNA/Rest. Aide Scale			
Years of Experience	Wage Effective 9/1/22	Wage Effective 9/1/23	Wage Effective 9/1/24
0 - 3	\$18.00	\$18.50	\$19.00
4 - 8	\$18.50	\$19.00	\$19.50
9 - 12	\$19.00	\$19.50	\$20.00

LPN Scale			
Years of Experience	Wage Effective 9/1/22	Wage Effective 9/1/23	Wage Effective 9/1/24
0 - 3	\$25.00	\$25.50	\$26.00
4 - 8	\$27.00	\$27.50	\$28.00
9 - 12	\$29.00	\$29.50	\$30.00
13+	\$31.00	\$31.50	\$32.00

Cooks/Maintenance Scale			
Years of Experience	Wage Effective 9/1/22	Wage Effective 9/1/23	Wage Effective 9/1/24
0 - 3	\$14.50	\$15.25	\$16.00
4 - 8	\$15.00	\$15.75	\$16.50
9 - 12	\$15.50	\$16.25	\$17.00

All Others Scale			
Years of Experience	Wage Effective 9/1/22	Wage Effective 9/1/23	Wage Effective 9/1/24
0 - 3	\$13.50	\$14.00	\$14.50
4 - 8	\$14.00	\$14.50	\$15.00
9 - 12	\$14.50	\$15.00	\$16.00