Sidebar: What is the CAH Rate?

For part-time and overload instructional assignments, faculty members are paid in terms of the total load for the semester. The CAH rate is simply the pay rate per Calculated A Hour (CAH), which is also the unit by which full-time instructional load is measured. The CAH rate has several advantages over the old hourly rate structure; the primary advantage is that It simplifies the pay calculations immensely by eliminating the need to establish separate hourly rates for all the different lab load factors and composition load factors that currently exist—the load factors are accounted for in the calculation of load for the assignment.

The CAH rates in effect for Fall, 2016 are shown in the table below.

**From the Schedule
of Part-Time Service Rates
(2016-17)**

**Instructional Assignments
Compensation per CAH**
72% Pro-Rata Scale

Step	Rate
1	1,445.47
2	1,514.40
3	1,583.42
4	1,652.45
5	1,721.40
6	1,790.40
7	1,859.40
8	1,928.40
9	1,997.30

Example 1: A part time faculty member at **Step 4** is teaching a 6-unit lecture assignment (40% load) in Fall, 2016. The pay for the semester is:

$$6.0 \text{ CAH} \times \$1{,}652.45 = \$9{,}914.70$$

Example 2: A chemistry instructor at **Step 7** has an assignment consisting of 3 lecture hours, plus 6 lab hours which carry a load factor of 0.875. The load for the assignment is calculated first:

$$3 \text{ lecture @ } 1.0 + 6 \text{ lab @ } 0.875 = 8.25 \text{ CAH}$$

The pay for the semester is then easy to calculate:

$$8.25 \text{ CAH} \times \$1{,}859.40 = \$15{,}340.05$$

How it appears in your paycheck:

For full-semester assignments in Fall and Spring, the District divides the pay into five equal monthly instalments, and it is noted on your pay-stub accordingly. The faculty member in Example 1 is thus paid for 1.2 CAH per month, while the faculty member in Example 2 should expect to be paid for 1.65 CAH each month. (For the Summer sessions and partial-term assignments, the pay is typically divided into two or three equal instalments.) In all cases, the units paid should add up to the total load value of the assignment.