**FULL-TIME RATE**  
Faculty Staff Union .......................................................... $230.00  
Massachusetts Teachers Association ...................................... $489.00  
National Education Association ............................................. $185.00  

**TOTAL** .......................................................... $904.00

**HALF-TIME RATE**  
Faculty Staff Union .......................................................... $115.00  
Massachusetts Teachers Association ...................................... $244.50  
National Education Association ............................................. $104.00  

**TOTAL** .......................................................... $463.50

**LESS THAN HALF-TIME RATE**  
Faculty Staff Union .......................................................... $69.00  
Massachusetts Teachers Association ...................................... $147.00  
National Education Association ............................................. $104.00  

**TOTAL** .......................................................... $320.00

**25% OR LESS RATE**  
Faculty Staff Union .......................................................... $57.50  
Massachusetts Teachers Association ...................................... $73.50  
National Education Association ............................................. $63.75  

**TOTAL** .......................................................... $194.75

The estimated agency service fee for academic year 2015-2016 is:

**FULL-TIME RATE:** $578.56  
**HALF-TIME RATE:** $296.64  
**LESS THAN HALF-TIME RATE:** $209.92  
**25% OR LESS RATE:** $123.84