

Superintendent Pay Transparency Notice—Proposed Contract Dr. Joel Bohlken

Notice is hereby given that Palmer Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 8th, 2025 at 7:00 pm at the Conference Room in Palmer, Nebraska.

After the 2025/26 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

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The estimated costs to the district for the 2026/27 year and future years are listed below:

	2026/27 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 153,065.00	\$ 156,892.00	\$ 309,957.00
Compensation for activities outside of the regular salary:			
• Extended contracts / Activities outside of regular salary			\$ -
• Bonus/Incentive/Performance Pay			\$ -
• Stipends			\$ -
• All other costs not mentioned above			\$ -
Benefits and Payroll Costs Paid by district:			
• Insurances (Health, Dental, Life, Long Term Disability)	\$ 32,768.00	\$ 34,242.00	\$ 67,010.00
• Cafeteria Plan Stipend			\$ -
• Cash in lieu of insurance			\$ -
• Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district	\$ 24,811.00	\$ 25,432.00	\$ 50,243.00
• District's share of retirement, FICA and Medicare			\$ -
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days			\$ -
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues	\$ 350.00	\$ 350.00	\$ 700.00
• Cell Phone/Internet reimbursement			\$ -
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement			\$ -
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
Totals:	\$ 210,994.00	\$ 216,916.00	\$ 427,910.00