

Rich School District
WORK SESSION
Laketown, UT 84038
February 10, 2026

Present: President Richard Lamb, Vice President Eric Wamsley, Zack McKee, Tyler Pugmire, Scott Sabey & Taralyn Cornia; RSD Curriculum & Assessment Director

Excused: Dale Lamborn; Superintendent & Jennie Johnson; Business Administrator

Visitors: None

President Richard Lamb called to order the work session meeting at 12:45 p.m.

Opening Remarks Tyler Pugmire

Pledge President Lamb

EVALUATION OF PERSONNEL – DISCUSSION & FRAMEWORK

Richard Lamb explained the reason for the work session was to develop framework to provide formal evaluations for the Superintendent and Business Administrator. He commented that the evaluation process to this point has been very informal, and his concern is that when there is a new superintendent and/or business administrator there needs to be the framework already established for proper evaluation processes. This makes it easier to improve the performance of the school district.

The board worked through the templates of evaluation questions provided by USBA to develop a satisfactory evaluation for the superintendent and business administrator of Rich School District.

They discussed getting a policy in place with the evaluation tool(s) that use the same standards as the educators making them provisional up to the 3rd year.

Taralyn Cornia discussed the chain of command and the superintendent's role in relation to the teachers. She also defined the administrative roles of the district.

Action Items

Survey for
Superintendent

The board tasked Mrs. Cornia with developing a survey to send out to the district staff and a separate one for the administration for the superintendent by the next week for feedback. They held out sending one out regarding the business administrator at this time.

Closed Session	Tyler Pugmire made a motion to enter closed session pursuant to Utah Code 52-4-206(6) to discuss the character, professional competence or physical or mental health of individuals. Scott Sabey seconded the motion. It carried 5-0. Roll Call: Richard Lamb, Aye; Tyler Pugmire, Aye; Zack McKee, Aye; and Scott Sabey, Aye, Eric Wamsley, Aye. The board entered closed session at 2:44 p.m. Those in attendance were Scott Sabey, Tyler Pugmire, Richard Lamb, Eric Wamsley, Zack McKee, Richard Lamb, and Taralyn Cornia.
Reconvene	Zack McKee made a motion to come out of closed session at 2:47 p.m. Tyler Pugmire seconded the motion and it carried 5-0. Those present were Scott Sabey, Tyler Pugmire, Richard Lamb, Eric Wamsley, Zack McKee, Jesse Calder, Richard Lamb, and Taralyn Cornia.
Adjourn	A motion to adjourn was made by Scott Sabey at 2:47 p.m. and was seconded by Zack McKee and the motion carried 5-0.

Adjourned at 2:47 p.m.

Richard Lamb, President

Jennie Johnson, Business Administrator