



**LANCASTER SELECT BOARD  
Special Meeting Minutes  
of June 13, 2022**

**Nashaway Meeting Room, 2<sup>nd</sup> Floor, Prescott Building, 701 Main Street, Lancaster MA**

**I. CALL TO ORDER**

Chairman Jason Allison called the meeting to order at 10:00 AM in the Nashaway Meeting Room located on the second floor in the Prescott Building, 701 Main Street, Lancaster, MA.

Chairman Allison noted that the meeting was being recorded and broadcasted over Sterling-Lancaster Community TV

Roll call vote taken, Jason A. Allison, present, Stephen J. Kerrigan, present. Also present were Kate Hodges, Town Administrator, Alexandra Rubin and Ivria Fried Town Counsel, and Alexandra Turner.

**II. EXECUTIVE SESSION**

Select Board to meet in Executive Session, to discuss the discipline or dismissal of, or complaints against the Council on Aging Director Alix Turner, pursuant to M.G.L. c. 30A, Section 21(a)(1) and to reconvene in Open Session thereafter.

Ms. Turner verified that she wanted the session to be held in open session. Mr. Allison verified that Ms. Turner had copies of all complaints and fact finding statements.

Fire Chief Hanson and Police Chief Moody, at the request of the Select Board, spoke to complaints. All parties concurred that a town wide policy regarding wellness checks needs to be developed. Ms. Hodges recently gave Ms. Turner a written warning to be included in her personnel file. Mr. Allison moved to ratify this written warning; Mr. Kerrigan seconded. Mr. Allison noted that this was the second circumstance of a warning, the first being in December 2021. *Vote taken, Stephen Kerrigan, Aye; Jason Allison, Aye. Motion passed. [2-0-0]*

Following presentation of complaints, fact findings, questions, and answers from both the Board and Ms. Turner, Mr. Kerrigan and Mr. Allison discussed and debated next steps. Mr. Kerrigan proposed that the ratification of Ms. Hodges' warning be placed in Ms. Turner's file, and that a timeline of corrective actions, training opportunities and goals should be developed. Mr. Allison asked how conflict between Ms. Hodges and Ms. Turner could be addressed, where they currently report to each other. Mr. Kerrigan suggested that this could be part of the discussion, and that this issue does need to be addressed. Mr. Allison questioned why no action is taken relative to

complaints about how wellness checks were handled; Mr. Kerrigan does not think action can be taken because there is not a policy in place.

Mr. Allison moved to authorize Mr. Kerrigan to work with Town Counsel to create a set of corrective actions for employee Alix Turner and an appropriate timeline. Mr. Kerrigan seconded. *Vote taken, Stephen Kerrigan, Aye; Jason Allison, Aye. Motion passed. [2-0-0]*

<b>III. ADJOURNMENT</b>
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Mr. Kerrigan moved to adjourn the meeting. Mr. Allison seconded. *Vote taken, Jason A. Allison, Aye; Stephen J. Kerrigan, Aye. [2-0-0].*

Respectfully submitted,

Kathleen Rocco  
Executive Assistant

**APPROVED**

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Approved and accepted: 8/1/2022