

February 17, 2022

Honorable Stephen M. Witt, Mayor
Office of the Mayor
205 N. Marion Avenue
Lake City FL 32055
(386) 719-5756

VIA EMAIL: sikesa@lcfla.com
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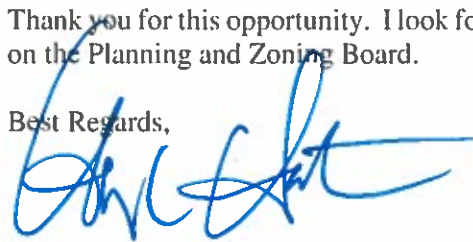
Dear Mayor Witt,

It is with great humility that I submit this application to serve on the Planning and Zoning Board for the City of Lake City. When David Young was still serving as the city's growth manager, he mentioned needing a representative of the school district on this board late last year. I attended last Tuesday's meeting and learned that the Planning and Zoning Board is presently running with 3 of its 7 seats unfilled. As an employee of the School Board for the past 36 years, I believe that it is in the spirit of our community's comprehensive plan to allow for the highest degree of intergovernmental coordination so that we can avoid unwanted conditions. I bring with me an understanding of the intricacies of local government, and a proven ability to work within those intricacies.

I am aware that in Chapter 2, Article III, Section 2-82, membership on this board requires that a member be the resident of the city. In preparing this letter, I researched the definition of "residency" and found that employment with the city in most executive positions requires only that a person be the resident of Columbia County (Chapter 70, Article I, Section 70-2). While I do not reside within the city limits, I do have a Lake City address which would seem to satisfy this requirement absent any other language that would stipulate residing within the confines of the city limits. If such a strict interpretation is taken in considering my application, it is also within the full prevue of the City Council in Chapter 2, Article III, Section 2-89 to "amend, supplement, change, or repeal any portion of this article".

Thank you for this opportunity. I look forward to the possibility of working with you and other city officials on the Planning and Zoning Board.

Best Regards,



Keith L. Hatcher

**CITY OF LAKE CITY, FLORIDA
CITY BOARD/COMMITTEE APPLICATION**

Dear Applicant:

Thank you for your interest in serving the City of Lake City as a member of a "Citizen" board or committee. We appreciate your willingness to help our elected and appointed officials shape the future of Lake City.

Please note, the City of Lake City is subject to FS 119, therefore this application is subject to disclosure absent any applicable exemptions.

<u>Keith</u> First Name	<u>Hatcher</u> Last Name	<u>L.</u> Middle Initial
<u>724 SW Sherlock Terrace</u> Home Address		
<u>Lake City</u> City	<u>Florida</u> State	<u>32024</u> Zip
<u>386-365-8742</u> Phone Number	<u>SAME</u> Cell#	<u>hatcherk@columbiak12.com</u> Email

The following list compiles the active Boards and Committees of the City. Membership is limited to only one board. Please indicate your preference by marking which Board(s) or Committee(s) you would like to serve:

- Beautification Advisory Committee _____
- Community Redevelopment Advisory Committee _____
- Utility Advisory Committee _____
- Planning and Zoning Board X
- Board of Trustees – Municipal Firefighters Pension Trust Fund _____
- Board of Trustees – General City Employees Retirement Plan _____
- Board of Trustees – Lake City Municipal Police Officers Retirement Trust Fund _____
- Charter Review _____

Other: _____

Please indicate any certifications, skills, or experience that you feel will benefit the City through your service on a Board or Committee.

I have been a resident of Columbia County and have been employed by the Columbia County School Board for the past 36 years, fifteen of those within the city limits of Lake City. During that time, I have served the community as a teacher, assistant principal, principal, and as a director at the county level. I have served on boards and associations on the local, regional and state levels, and have a deep passion for serving the public and for our community. I have attached a resume' and a cover letter to this application and I appreciate the consideration of the City Council for this appointment.

While not required, please feel free to attach a resume to this application.

Keith L. Hatcher

724 SW Sherlock Terrace
Lake City, FL 32024
CELL: (386) 365-8742
hatcher1982@gmail.com

OBJECTIVE

My desire is to utilize my experience and expertise in risk management, human resources, and public education to be a catalyst for change and growth in and for educational, governmental, and/or corporate organizations.

EXPERIENCE

My multi-faceted career has given me a myriad tasks that will be beneficial in the commercial, industrial, governmental or educational fields. During all of my administrative appointments, I have performed within the parameters of two (2) collective bargaining agreements (instructional, and non-instructional) and have never had a successful grievance filed against me. I have, furthermore, conducted dozens of internal investigations, none of which have ever been successfully litigated.

Founder and CEO of KALM Grove Enterprises, LLC, (dba Gatekeeper Consulting and Pecan Pond Publications)

- √ Educational consultation
- √ Educational publications.

Director of Purchasing and Risk Management (2016-Present)

- √ Represent the School District during mediations regarding lawsuits;
- √ Thoroughly conducted over 40 internal investigations involving students, faculty and staff members, none of which have been successfully litigated;
- √ Participate in the bidding and selection process of the District's health insurance program;
- √ Review worker, student, and visitor injury claims and recommended mitigation to prevent similar injuries;
- √ Work with other risk managers, insurance companies, and attorneys to manage lawsuits and promote safety;
- √ Work as one of the chief advisors to the Superintendent and Assistant Superintendents regarding both collective bargaining agreements;
- √ Work closely with the School Board Attorney in resolving conflicts and issues in the hiring, discipline, and termination of personnel;
- √ Write and assist in the administration of hundreds of construction and service contracts;
- √ Field dozens of daily calls from administrators, faculty, and staff asking for advice on policy, contract, and legal issues;

- √ Fulfill the purchasing responsibilities for a budget of \$93 million and a 1400 member workforce serving over 10,000 students.
- √ Attend all school board meetings and serve, along with the administrative secretary, as monitor of Board activities for the meeting minutes.
- √ Serve as the custodian of public records for the School District.

Director of Adult Education, Truancy and Charter Schools (2013-2016)

- √ Assisted adult students in reaching their academic and career goals using techniques that work best for adult learners, which is critical in any employee training program;
- √ Stayed informed of changing trends in charter school legislation and applied them appropriately with the charter schools in our district;
- √ Became well-versed in truancy law and represented the District in Circuit Court.
- √ Was the representative of the District in student expulsion cases.

Principal, Fort White High School, Fort White, Florida (1999-2013)

- √ Oversaw the opening of the new Fort White High School including the assembling of the faculty, setting of the curriculum, and the ordering of materials, supplies and fixtures.
- √ Directly supervised over 110 employees.
- √ Hired, discipline, and terminated employees in the best interest of the 1200 students served. During my tenure, I never had a disciplinary action or termination overturned;
- √ Led the school to its only two "B" designations;
- √ Led the opening of the adjacent middle school facility;
- √ Supervised the operation of athletic teams on the Middle School, Junior Varsity, and Varsity levels.

Assistant Principal, Columbia High School, Lake City, Florida (1994-1999).

- √ Serviced as quasi- co-principal at a separate campus with another assistant principal;
- √ Managed facilities and boy's discipline;
- √ Started and supervised the District's first Alternative School, New Directions Alternative School;
- √ Revised the District's disciplinary grid and reworked the disciplinary referral form;
- √ Digitized the master student schedule;
- √ Diligently worked to beautify and organize the campus;
- √ Compiled legislative reports for the District while the legislature was in session;
- √ Served on School Advisory Council.

Teacher, Lake City Junior High School, Columbia High School (1986-1994)

- √ During eight years of teaching, taught grades 7-12 social studies including history, civics, economics, government, and geography;

- √ Selected District Social Studies Teacher of the year, 1990;
- √ Sponsored Fellowship of Christian Athletes;
- √ Served as Junior High School Baseball Coach in the program's inaugural year;
- √ Served as Freshman Class Sponsor;
- √ Started the baseball card club;
- √ Served on Curriculum Improvement Committee

EDUCATION

Master of Education Degree, Educational Leadership, University of Florida, Gainesville, Florida (1993).

Bachelor of Science in Education Degree, Social Studies Education, Valdosta State University. Valdosta, Georgia (1986)

AFFILIATIONS

State

- Florida Association of School Administrators (1994- Present)
 - Legislative Committee (2017-Present)
- Florida Education Risk Management Association (2016-Present)
- Florida Emergency Preparedness Association (2019-Present)
- Florida Association of School Resource Officers Board of Directors (2016-2018)
- Florida Association of Charter School Authorizers (2013-2016)
- Florida Sheriff's Association (Honorary)

Regional

- North East Florida Education Consortium Risk Management Advisory Committee (2016-Present)
 - Vice Chairman (2019-Present)
- Third Judicial Circuit Juvenile Justice Advisory Board (2013-2016)
- Suwannee Valley Transportation Disadvantaged Advisory Board (2013-2016)

Local

- Columbia County Emergency Management Advisory Committee (2016- Present)
- Columbia County Tobacco Free Partnership (2013-2016)
- Columbia County School Health Advisory Council (2013-2016)

CERTIFICATIONS/TRAINING

Florida Educator Certification: School Principal, Educational Leadership, Social Studies (grades 6-12)

Georgia Educator Certificate of Eligibility, Educational Leadership

Certified School Risk Manager, The National Alliance for Insurance Education & Research (Anticipated)

Reid Technique of Interviewing and Interrogation

Logged over 120 hours of training with the Florida Association of School Resource Officers.

SKILLS

- Conducted nearly 40 internal investigations since 2016
- Expert at data acquisition and analysis
- Fantastic Communicator both written and oral
- Accomplished in organizing, planning, and prioritizing
- Promoter of Teamwork
- Critical Thinker
- Skilled Writer
- Flexible
- Proven Leader
- Effective Manager
- Excellent Computer Skills
- Problem Solver

REFERENCES

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