

THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FL

MICHAEL J. BURKE
SUPERINTENDENT

KAREN BRILL
BOARD CHAIR

OFFICE OF THE SUPERINTENDENT
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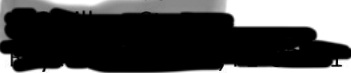
GLORIA BRANCH
EDWIN FERGUSON, ESQ.
MATTHEW JAY LANE, ESQ.
VIRGINIA SAVIETTO
ERICA WHITFIELD

Sent Via Regular US and Certified Mail

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September 18, 2025

Kristina Mappala #1109231



NOTICE OF RECOMMENDATION FOR TERMINATION OF EMPLOYMENT

Dear Kristina Mappala:

Based upon information presented to me, I hereby inform you that there is "just cause", which can be substantiated by clear and convincing evidence, to warrant your termination from your position as a Tch Elem ESE Prekindergarten. I will recommend your termination from employment at the **Wednesday, October 15, 2025**, School Board Meeting, which will be held at 3300 Forest Hill Boulevard, West Palm Beach, FL 33406. This action is taken in accordance with *sec. 1012.22, Fla. Stat.* and *sec. 1012.27, Fla. Stat.*

On or about July 22, 2025, you became the subject of an Office of Professional Standards investigation based upon allegations of policy violations related to Allegation 1: Failed to Follow Policy/Rules/Procedures; Allegation 2: Inappropriate Physical Contact with Student(s), and Allegation 3: Failure to Exercise Best Professional Judgment. At the conclusion of the investigation, the allegations were substantiated.

Therefore, these actions violate the following: Allegation 1: Failed to Follow Policy/Rules/Procedures, Policies 3.02(4)(a),(b),(d),(e),(f),(g),(j), (5)(a)(i),(ii), and (iii) Code of Ethics and 6A-10.081(1)(b) and (c), F.A.C., Principles of Professional Conduct for the Education Profession in Florida; Allegation 2: Inappropriate Physical Contact with Student(s), Policies 3.02(4)(a),(b),(d),(e),(f),(g),(j), (5)(a)(i),(ii), and (iii) Code of Ethics and 6A-10.081(1)(b) and (c), F.A.C., Principles of Professional Conduct for the Education Profession in Florida; Allegation 3: Failure to Exercise Best Professional Judgment, Policy 1.013 (1) Responsibilities of School District Personnel and Staff, Policy 3.10 (6) Conditions of Employment with the District, Policies 3.02(4)(a),(b),(d),(e),(f),(g), and (j) Code of Ethics and 6A-10.081(1)(b) and (c), F.A.C., Principles of Professional Conduct for the Education Profession in Florida.

Sufficient just cause exists for you to be disciplined under *sec. 1012.22(1)(f), Fla. Stat.* and *sec. 1012.27(5), Fla. Stat.*; School Board Policies 3.02 (4)(a),(b),(e),(f),(g),(j), (5)(a),(i),(ii), and (iii) Code of Ethics, 1.013 (1) Responsibilities of School District Personnel and Staff, 3.10 (6) Conditions of Employment with the District, 6A-10.081(1)(b) and (c), F.A.C., Principles of Professional Conduct for the Education Profession in Florida and the Classroom Teachers Association (CTA) Collective Bargaining Agreement, Article II, Section M for the violations stated above.

If you wish to appeal this decision, you may choose either to file a grievance under the provisions of the Classroom Teachers Association (CTA) Collective Bargaining Agreement, through the Department of Labor Relations; or request a hearing before the Division of Administrative Hearings (DOAH) by submitting a request in writing to Shawntoyia Bernard, Esquire, General Counsel to the School Board, 3300 Forest Hill Boulevard, Suite C-332, West Palm Beach, Florida 33406.

Failure to timely request an Administrative Hearing under *120.569, Fla. Stat.*, shall waive all rights to request a DOAH hearing on such matters and shall be subject only to appeal rights under *sec. 120.569, Fla. Stat. and sec. 120.57, Fla. Stat.*

I will recommend the termination of your employment become effective on **Thursday, November 6, 2025**. If you elect to file an appeal as stated above, you must do so, on or before **Wednesday, November 5, 2025**.

Further, I will recommend that effective **Thursday, October 16, 2025**, you begin 15 days of unpaid suspension to allow for the time period of the appeal. If you do not contest the charges made against you by timely appealing the recommendations described above, the facts as alleged, shall be deemed accepted, and your employment will be terminated effective **Thursday, November 6, 2025**. If you appeal, your suspension without pay, effective **Thursday, October 16, 2025**, will remain in effect, but the termination will be stayed until the conclusion of the administrative process, which may include a grievance or a DOAH hearing and Board action.

You are hereby advised that the investigative report concerning this matter is now complete. The contents of the report, the related investigative materials, and my recommendations for disciplinary action are considered public record and will be released, upon request, minus any allowable exemptions, ten (10) days from the date of receipt of this notice.

Sincerely,



Michael J. Burke
Superintendent

MJB/TK/EDLV:tkd

cc: Shawntoyia Bernard, Esq., General Counsel to the School Board
Sarah Weber, Senior Attorney, Employment/Litigation
Tim Kubrick, Chief of Human Resources
Edilia De La Vega, Director of Professional Standards
Mark Mitchell, Director, Compensation & Employee Information Services (Personnel File)
Vivian Green, Instructional Superintendent, Central Region
Risa Suarez, Principal, Panther Run Elementary School
Lara Moore, HR Manager
Melissa Dan, CTA Representative