



January 19, 2026

The Board of Education responds to community comments and inquiries regarding recent personnel issues.

Introduction

Given the ongoing circulation of incorrect information in the community, the C-S Board of Education would like to respond to community comments and inquiries regarding recent personnel issues that the administration has been working through. The process was triggered solely by multiple complaints from students and parents who were concerned about the conduct of Tyler Langs.

Playing Time

First, we must start with one key statement about this investigation. There has been much speculation that this matter revolves around playing time (or lack thereof) for certain student athletes. We can verify that none of the issues brought to the attention of the C-S Administration, Board of Education, or to the investigator involved the issue of playing time. Several of the student athletes who submitted complaints started and/or played a great deal for their respective teams and several complainants claimed that athletes who received the most playing time were treated poorly.

Anonymous Complaints

Second, we must add clarity to use of anonymous complaints in the investigation. The names and identities of all students and parents interviewed in the 40-page investigation report are known to both the C-S Administration and the investigator. These individuals were contacted by the investigator and statements were taken, in detail, from all cooperating parties investigated. All parties interviewed were given the option of remaining anonymous for purposes of the final report. Certain parties accepted the offer as they stated a fear of retaliation for forwarding any complaints about Mr. Langs' behavior towards them and others. Many complainants also maintained that they confronted Tyler Langs regarding their concerns but he was nonresponsive or hostile to their attempt to discuss the matter, which triggered their contact with the administration.

Complaints and Investigation Timeline

On or about October 21, 2025, the Superintendent contacted legal counsel to discuss mounting complaints from parents and students concerning Football Coach, Athletic Director, and Dean of Students Tyler Langs. A third-party investigator was retained to interview witnesses and review evidence. The investigator interviewed witnesses (multiple students and parents). Many additional individuals were interviewed, contacted by phone, or emailed their concerns directly to the investigator.

From on or about October 21, 2025, to November 18, 2025, (29 days) Mr. Langs refused to meet with the investigator to discuss the allegations. This refusal delayed the fact-finding process. On November 18, 2025, the investigator emailed Mr. Langs a targeted set of specific questions—a snapshot of allegations from the report—to provide him an opportunity to respond. These were not all the allegations, just a few selected for his input. Mr. Langs submitted written responses on November 24, 2025, 7 days after receiving the questions.

The independent investigation report was submitted to the Board on December 8, 2025. Based on a preponderance of the evidence collected and reviewed, and as described in the Investigation Report, the investigator made the following findings:

1. The complainants were credible and their reports were consistent;
2. Tyler Langs was not credible in his written submission; the investigator perceived that he was deliberately avoiding the actual allegations;
3. In his role as football coach, Tyler Langs has engaged in conduct and speech over a period of at least three years that violates Board Policy 4201, has negatively impacted students, created a toxic environment, and cast aspersions on the District;
4. In his role as athletic director, Tyler Langs has not communicated promptly and appropriately with students, parents, or the community;
5. In his role as athletic director, Tyler Langs has not conducted himself in accord with Board Policy 4201;
6. As Tyler Langs is coach, athletic director, and dean of students, there is no oversight of his conduct in any of these roles;
7. As Tyler Langs is coach and athletic director, he does not answer to anyone for his coaching conduct and parents do not have a District employee with whom they can discuss problems;
8. The employment of Langs as coach, athletic director, and dean of students gives the appearance of nepotism, including favoritism, to the detriment of the District.

The investigator did not make a recommendation of any specific action by the Board, which is what the Board would be required to decide consistent with Board Policy.

On December 9, 2025, the District's attorney reached out to Mr. Langs' attorney to try to reach an amicable resolution. Mr. Langs was fully aware of the complaints and alleged policy violations against him. At Mr. Langs' attorney's request, on December 13, 2025, the District provided a 3-page detailed document stating the allegations and policy violations. Mr. Langs did not respond to this document. On December 22, 2025, 10 days later, Mr. Langs' attorney stated that Mr. Langs was not interested in further discussion with the administration and that he stood by his previous written answers.

Last week, January 16th, 2025 (26 days) the Superintendent again reached out to Mr. Langs to discuss the matter and try to reach an amicable agreement that would maintain his employment with the District as Dean of Students. Mr. Langs is in possession of a contract to continue his employment for the 2026-27 school year. The District is awaiting his response.

Kevin Langs Tender of Resignation

Separately, on December 5, 2025, the Superintendent received a written letter of resignation from Kevin Langs. Kevin Langs did not provide an effective date but indicated that the Superintendent or Board of Education could determine when his resignation would become effective. Out of respect to Kevin Langs, the Superintendent did not act on the resignation until after the holiday break. Mr. Langs could have withdrawn his resignation at any time between Dec 5th and Jan 15th (41 days). As there was no obvious action from Kevin Langs to rescind the resignation letter, the Superintendent finally accepted it effective at the end of the 2025-26 school year.

Conclusion

We believe that this chronology demonstrates that the Board, administration, and investigator have not delayed this matter or avoided meaningful engagement with Mr. Langs. Mr. Langs was given due process – notice of the allegations against him and an opportunity to respond - multiple times. The Board is committed to providing Mr. Langs with due process and will review the complaints and Mr. Langs' responses in a fair and unbiased manner.

We appreciate the community's attention to this report, and we thank you for your patience as we hope to conclude this matter as soon as possible.

Climax-Scotts Community Schools Board of Education