



Board Statement Following Review of The Independent Investigation Report

The Board would like to clearly state that its comments do not minimize the claims against Caleb Elliott or condone his alleged conduct, and the District has fully reported, cooperated, and deferred to all law enforcement agencies involved to address the claims against Caleb Elliot. To date, the District has not been informed of the names of the students who are the subject of the lawsuits.

On January 12, 2026, the Board met to review the findings of the independent third-party investigation conducted by Ms. Giana Ortiz. Instead of conducting its own investigation, the District immediately retained Ms. Ortiz to avoid any concerns regarding alleged internal bias and/or conflicts of interest. The Board specifically retained Ms. Ortiz based on her exemplary credentials and commitment to unbiased and thorough investigations. Additionally, the District felt it was important to retain an attorney who did not provide general counsel to school districts and, indeed, specialized in identifying faults / discrepancies / other issues in school district policies and practices in the area of employment law.

Ms. Ortiz's investigation focused on the scope identified above and was revised to include additional allegations made on social media and in the lawsuits filed against the District. This included allegations that the District was aware of past conduct by Caleb Elliott. The District asked Ms. Ortiz to expand the scope of the Investigation to address claims made on social media, in the lawsuits filed against the District, and in response to TEA's pending Special Investigation. To ensure full compliance from District employees and assurance of impartiality of witnesses, individuals interviewed and/or subject to the allegations were given written confidentiality directives during the Investigation. Ms. Ortiz's independent investigation did not address the criminal allegations against Caleb Elliott. Ms. Ortiz focused her investigation on allegations that could or would constitute violations of policy, regulation, and/or civil school laws of the state by District employees other than Caleb Elliott. To ensure complete transparency and evaluation of the allegations, at the Board's request, Ms. Ortiz reviewed any other systemic issues within Moore MS and/or Athletics in connection with Caleb Elliott's hiring, retention, and ultimate termination.

Based on a thorough investigation that involved interviewing approximately thirty-nine (39) witnesses, Ms. Ortiz found no evidence to substantiate knowledge of any District employee of any of the following allegations:

1. No evidence to support an alleged "improper relationship with a then-senior of the high school" and Caleb Elliott while Elliott was substitute teaching during the 2022-23 school year (or at any other time).
2. No evidence to support any reason to report Caleb Elliott to law enforcement for investigation of an illegal relationship with a teenage student.

3. No evidence to support Caleb Elliott was allegedly moved to (or hired at) MMS in the summer of 2023 (or at any other time) as an eighth-grade coach and sixth-grade social studies teacher instead of terminating him upon discovery of an improper and unlawful relationship.
4. No evidence to support an alleged confrontation between Caleb Elliott and another coach in relation to previous attempts to record children in the locker room; there allegedly being multiple witnesses to such incident.
5. No evidence to support an alleged incident of Caleb Elliott placing cameras in the locker room during the 2024-25 school year (or at any other time).
6. No evidence to support anyone at CISD mailing apology letters to select parents of children imaged by cameras in the locker room during the 2024-25 school year (or at any other time).
7. No witness had any knowledge that Caleb Elliott (or any other coach) made students do exercises (like jumping jacks or burpees) naked. No witness reported even hearing a rumor about this allegation before Caleb Elliott's arrest.
8. No witness had knowledge of alleged concerns about Caleb Elliott's presence and/or conduct in the locker room before October 2, 2025.

To reiterate, the investigation found neither current employee witnesses nor employees who left the District had knowledge of alleged prior incidents of misconduct involving Caleb Elliott. There was no evidence that Caleb Elliott should not have been hired due to any alleged misconduct (known or unknown) at the time he was hired. Further, there was no evidence that there was any reason to suspect at the time he was hired that Caleb Elliott might someday go on to commit misconduct such as that he is now alleged to have committed.

It is important to note that CPD and the District repeatedly requested evidence related to the allegations of prior knowledge of any conduct by Caleb Elliott from the community and from the attorneys representing the Plaintiffs in the suits against the District. This includes the claims of an "apology" letter. To date, no information has been provided to corroborate the claims, including allegations of cameras, apology letters, or employees confronting Caleb Elliott. At least one attorney for the Plaintiffs stated they had no responsive information and would seek it in discovery – indicating the allegation was made without substantiation.

Ms. Ortiz confirmed that District records reflect Celina ISD employee witnesses identified in the Report, including those at Moore MS who would have come into contact with Caleb Elliott, were trained annually in Child Abuse Identification and Prevention among other training areas during the relevant time period. Additionally, Ms. Ortiz found the District informs all employees of their duties attendant to reporting child abuse and/or neglect. Celina ISD Policy prohibits physical mistreatment, neglect, and abuse of students and minors.

As confirmed by law enforcement and investigators including the CPD, it is the District's understanding that investigators with the Texas Attorney General's Office, the Texas Rangers, the Collin County District Attorney's Office, the FBI, and TDFPS, there is no evidence to support a failure to report by a Celina ISD employee regarding an inappropriate relationship between a teacher/coach and a high school student during school years 2022-2023 and 2023-2024. To be clear, the District gave full access to its technology systems and other documentation to conduct searches necessary in the investigation of allegations against Caleb Elliott and any other District employees.

The District has made repeated efforts to encourage any victim, witness, and/or other third-party with information to come forward to ensure transparency in all investigations. Celina ISD has

also repeatedly provided notification via emails to parents and public statements regarding the charges against Caleb Elliott and appropriate agencies for resources and notification as required. Since the District still does not have the identities of the students involved, it has erred on the side of caution by providing the required notification to parents as a group through various outlets.

Ms. Ortiz's report identified operational factors that, although she determined they did not lead to and/or cause the situation involving Caleb Elliott, the District will utilize Ms. Ortiz's report to evaluate and support any appropriate policy, procedure, training, and/or operational changes. The District has already updated its policy for use of sensitive areas such as locker rooms. Additionally, the District will be partnering with the Children's Advocacy Center of Collin County to provide additional training for employees regarding child abuse / neglect. Moving forward, District Administration will consult with the Board to evaluate appropriate responsive action in accordance with applicable state and federal laws and regulations to ensure best practices are utilized moving forward.

The District is in the process of preparing the report to disclose as much of the report as possible to provide transparency to the community regarding the findings. However, Chapter 21 of the Texas Education Code requires confidentiality regarding evaluative information of Chapter 21 certified employees. Additionally, the District will take measures to ensure the confidentiality of witness identities and/or other information confidential under the Texas Public Information Act. The District will be as transparent as the law and confidentiality concerns will allow.

Thank you for your continued partnership.

A handwritten signature in black ink, appearing to read 'J. Gravley', with a large, stylized loop at the end.

Jeff Gravley
Celina ISD School Board President