LEADERSHIP, SERVICE & SUPPORT FOR SCHOOL BOARDS

LSBA UPDATE

July 8, 2026

ETHICS UPDATE/CLARIFICATION: *Nepotism Exception and Post Employment*



ACT 169 - House Bill 661 (Rep. Fontenot): NEPOTISM EXCEPTION

The Ethics Code provides an exception to the nepotism provisions for the immediate family members of school board members and superintendents to be employed as certified classroom teachers, counselors, electricians, and school bus operators. **R.S. 42:1119(B)(2)(a)(v)** currently allows those immediate family members who are employed in one of the listed categories in the exception to be subsequently promoted to an administrative position, if the person has the appropriate qualifications.

Act 169 of the 2026 Regular Session created additional exceptions for immediate family members to be employed as paraprofessionals, cafeteria workers, and custodians, effective Aug. 1, 2026.

However, Act 169 also repealed the provision allowing a subsequent promotion to an administrative position. **Beginning Aug. 1, 2026, any person who is employed based on the exception MAY NOT be promoted to an administrative position while their immediate family member serves as a school board member or superintendent.**

ACT 141 - House Bill 238 (Rep. Zeringue): POST EMPLOYMENT

R.S. 42:1121(A)(2) prohibits a former member of a board or commission from being employed by that board or commission within two years following the end of the member's service to the board or commission. However, R.S. 42:1123(31) provides an exception to this restriction to

allow a former city, parish, or other local school board member who holds a valid Louisiana teaching certificate or school psychology certificate to be employed by his former school board for any classroom teacher or school psychologist position. Based on R.S. 42:1123(31)(c), the exception only applies in parishes with a population not in excess of 36,000 people.
Act 141 removes the population restriction in R.S. 42:1123(31)(c), allowing a former school board member to be employed by his former school board as a classroom teacher or certified school psychologist effective August 1, 2026.

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