

Senate File 2218 - Reprinted

SENATE FILE 2218
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO SSB 3015)

(As Amended and Passed by the Senate February 25, 2026)

A BILL FOR

1 An Act relating to the verification of the identity and
2 employment eligibility of individuals by the board of
3 educational examiners, school districts, accredited nonpublic
4 schools, charter schools, and innovation zone schools, and
5 including applicability provisions.
6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 256.146, subsection 16, Code 2026, is
2 amended to read as follows:

3 16. a. Adopt rules to require that a background
4 investigation be conducted by the division of criminal
5 investigation of the department of public safety on all initial
6 applicants for licensure. The board shall also require all
7 initial applicants to submit a completed fingerprint packet and
8 shall use the packet to facilitate a national criminal history
9 background check.

10 b. The board shall have access to, and shall review the sex
11 offender registry information under section 692A.121 available to
12 the general public, information in the Iowa court information
13 system available to the general public, the central registry
14 for child abuse information established under chapter 235A, and
15 the dependent adult abuse records maintained under chapter 235B
16 for information regarding applicants for license renewal and,
17 every five years, for practitioners who are not subject to
18 renewal requirements pursuant to subsection 1, paragraph "a",
19 subparagraph (2). The board may charge such a practitioner who
20 is not subject to renewal requirements a reasonable fee for the
21 review of the sex offender registry information, information in
22 the Iowa court information system, the central registry for child
23 abuse information, and the dependent adult abuse records.

24 c. (1) The board shall require all initial applicants for
25 licensure, including individuals who apply for a license under
26 section 256.152, and all applicants for license renewal, to
27 produce evidence of the applicant's legal authorization to
28 work in the United States as a condition of initial licensure
29 or license renewal. The board shall accept as proof of an
30 applicant's legal authorization to work in the United States any
31 of the following:

32 (a) A document that establishes both employment authorization
33 and identity, as described in 8 U.S.C. §1324a(b)(1)(B).

34 (b) A document that evidences employment authorization, as
35 described in 8 U.S.C. §1324a(b)(1)(C), and a document that

1 establishes the identity of the applicant, as described in 8
2 U.S.C. §1324a(b)(1)(D).

3 (2) The board shall require all practitioners who are
4 not subject to renewal requirements pursuant to subsection 1,
5 paragraph "a", subparagraph (2), to produce evidence of the
6 practitioner's legal authorization to work in the United States
7 every five years as a condition of remaining licensed. The board
8 shall accept as proof of a practitioner's legal authorization to
9 work in the United States any of the following:

10 (a) A document that establishes both employment authorization
11 and identity, as described in 8 U.S.C. §1324a(b)(1)(B).

12 (b) A document that evidences employment authorization, as
13 described in 8 U.S.C. §1324a(b)(1)(C), and a document that
14 establishes the identity of the practitioner, as described in 8
15 U.S.C. §1324a(b)(1)(D).

16 Sec. 2. Section 256E.7, subsection 2, Code 2026, is amended
17 by adding the following new paragraph:

18 NEW PARAGRAPH. 0w. Be subject to and comply with the
19 requirements of section 280.37 relating to the verification of
20 the identity and employment eligibility of all individuals who
21 have accepted an offer of employment in the same manner as a
22 school district.

23 Sec. 3. Section 256F.4, subsection 2, Code 2026, is amended
24 by adding the following new paragraph:

25 NEW PARAGRAPH. v. Be subject to and comply with the
26 requirements of section 280.37 relating to the verification of
27 the identity and employment eligibility of all individuals who
28 have accepted an offer of employment in the same manner as a
29 school district.

30 Sec. 4. NEW SECTION. **280.37 Verification of identity and**
31 **eligibility to work in the United States.**

32 The board of directors of each school district and the
33 authorities in charge of each accredited nonpublic school shall
34 verify the identity and employment eligibility of all individuals
35 who have accepted an offer of employment in accordance with 8

1 U.S.C. §1324a.

2 Sec. 5. APPLICABILITY. The following applies to all
3 applications for initial licensure, and all applications for
4 license renewal, that are submitted to the board of educational
5 examiners on or after the effective date of this Act:

6 The section of this Act amending section 256.146.

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