



HOUSE REPUBLICAN STAFF ANALYSIS

Bill: SF 2218	House Committee: Passed on 3/13 (17-3)
Committee: Education	House Floor:
Floor Manager Representative Boden	Senate Floor: Passed on 2/25 (47-0)
Date: March 17, 2026	Governor:
Staff: Kristin Rozeboom (1-3015)	

Employment Verification/False Social Security Numbers/Gov's Immigration Bill

- Analysis reflects the second strike after amendment.
- Requires the BOEE to require proof of applicants' and practitioners' legal authorization to work in the U.S.
- Requires school boards to verify the employment eligibility of all individuals who have accepted an offer of employment.
- Adds HF 2611—Providing False Social Security Number to Employers
 - Fiscal Note: Cost to IWD to add 3 FTE positions is approximately \$311,000 to \$369,000 annually. The fiscal impact on the justice system cannot be determined because the number of convictions cannot be estimated.
- Adds HF 2608—Governor's Immigration Bill
 - Fiscal Note: Division III fiscal impact costs have already been incurred as the result of EO15. Division IV fiscal impact cannot be determined because the number of new convictions cannot be estimated. Division V fiscal impact is unknown.

Section by Section Analysis

Division I Education-Related Provisions

Section 1 Section 256.146.(16)

Amended to say that the BOEE shall require all initial applicants for licensure, and all applicants for license renewal, to produce evidence of the applicant's legal authorization to work in the US as a condition of initial licensure or license renewal. The BOEE shall accept as proof of an applicant's legal authorization to work in the US any of the following:

- A document that establishes both employment authorization and identity as described in 8 USC 1324a(b)(1)(B)
- A document that evidences employment authorization, as described in 8 USC 1324a(b)(1)(C) and a document that establishes the identity of the applicant, as described in 8 USC 1324a(b)(1)(D)

The BOEE shall require all practitioners who are not subject to renewal requirements to produce evidence of the practitioner's legal authorization to work in the US every 5 years as a condition of remaining licensed. The BOEE shall accept as proof of a practitioner's legal authorization to work in the US any of the following:

- A document that establishes both employment authorization and identity as described in 8 USC 1324a(b)(1)(B).
- A document that evidences employment authorization, as described in 8 USC 1324a(b)(1)(D).

Section 2. Section 256E.7(2) New Paragraph

Applies to charter schools.

Section 3. Section 256F.4(2) New Paragraph

Applies to charter schools.

Section 4. Section 280.73 Verification of identity and eligibility to work in the United States—New Section

The public and nonpublic school boards shall verify the identity and employment eligibility of all individuals who have accepted an offer of employment in accordance with 8 USC 1324a.

Section 5. Applicability

Applies to all applications for initial licensure, and all applications for license renewal that are submitted on or after the effective date of this Act.

Division II Providing False Social Security Numbers—Penalties

Section 6. Section 91F.1 Definition--New Section

“Department” means IWD.

“Employer” means a person who employs an employee in this state for wages.

Section 7. Section 91F.2 Employment of Persons with False Social Security Numbers Prohibited—New Section

An employer shall not hire or continue to employ an employee who the employer knows to have provided the employer with a social security number on any documentation for employment that does not belong to the employee.

Section 8. Section 91F.3 Enforcement--Penalties

IWD shall enforce this chapter.

An employer who violates the above section shall be subject to a civil penalty of \$10,000 to be collected by IWD.

For a fourth or subsequent violation, in addition to the civil penalty, an employer shall cease operations at the location where the violation occurred until any individual who holds a majority ownership interest in the employer, and all managerial staff at the location, participate in training developed by IWD regarding compliance with this chapter.

Section 9. Section 714.8 New Subsection

Adds that it is considered a fraudulent practice is a person does the following act: For the purpose of retaining or obtaining employment, or any other thing of value, falsely provides the employer or prospective employer with a social security number that does not belong to that person.

Adds that it is a fraudulent practice if an employer knowingly provided a potential employee with a fraudulent social security number for the purpose of hiring the potential employee.

Division III—Immigration Status—State Employment and Licensure

Section 10. Section 7E.3 New Subsection Verification of United States Citizenship and Immigration Status

Requires Executive Branch department heads to use E-Verify to confirm employment eligibility of newly hired employees.

Section 11. Section 10A.101 New Subsection—“SAVE” program”

SAVE Program- Systematic alien verification for entitlement system of the United States Department of Homeland Security and the United States Citizenship and Immigration Services.

Section 12. Section 10A.113 SAVE program clearinghouse

Creates a SAVE program in DIAL to serve as the central entity to process requests to verify, using the save program, the citizenship and immigration status of an individual who has applied for a professional license.

Section 13. Section 10A.506 New Subsection

Requires licensing and regulation examining boards to use SAVE Clearinghouse to verify citizenship and immigration status of a person applying for a professional license.

If a person is denied because of SAVE results the appeal is to the director and the directors decision is final.

Section 14. Section 262.9E Verification of Citizenship and Immigration Status

Requires Regents institutions to use E-Verify to confirm employment eligibility of newly hired employees.

Section 15. Section 272C.1 New Subsection- SAVE program clearinghouse

SAVE program clearing house created within DIAL

Section 16. Section 272C.4 New Subsection

The board shall use the SAVE program to confirm citizenship and immigration status for those who apply for a professional license.

Section 17. Section 272C.10- New Subsection

A licensing board shall revoke or suspend a license for someone who is not legally in the country. This is determined through use of the SAVE program.

Section 18. Section 272C.15A New Section--Disqualifications for Unlawful Presence

A licensing board shall not issue or renew a professional license to anyone who cannot verify they are lawfully present in the US as determined by the SAVE program.

Division IV--Voter Registration- Unauthorized Aliens

Section 19. Section 39A.2(1)(a)(2)

Conforming changes

Section 20. Section 48A.2 New Subsection

"Unauthorized alien" means a person who is unlawfully present in the US under federal immigration law and regulations

Section 21. Section 48A.6 New Subsection

Adds a person who is an unauthorized alien as a disqualified person from voting.

Section 22. Section 48A.11 New Subsection

Each voter registration form shall include the following oath:

- By submitting this form, I do solemnly swear and affirm that I am qualified to register to vote under the Constitution and laws of the State of Iowa, and that all information provided in my voter registration application is true. I have carefully reviewed the instructions for completing the Iowa voter registration application, and I further swear or affirm that I am a United States citizen. I understand that if I have provided false information on my voter registration application that I could be subject to criminal penalties for perjury and that I may be fined, imprisoned, or, if not a United States citizen, deported from or refused entry into the United States.

Section 23. Section 802.2H-Election Misconduct in the First Degree

Five year statute of limitations for election misconduct.

Section 24. Section 802.3-Felony- Aggravated or Serious Misdemeanor

Conforming changes.

Division V--Pretrial Detention

Section 25 Section 811.1(1) New Paragraphs

"Forcible felony" means the same as 702.11.

“Indictable offense” means the same as defined in section 801.4

“Unauthorized alien” means a person who is unlawfully present in the United States according to the terms of the federal Immigration and Nationality Act. “Unauthorized alien” shall be interpreted consistently with any applicable federal statutes, rules, or regulations.

Section 26. Section 811.1(2)

Makes conforming changes

Section 27. Section 811.1 New Subsection

Forcible felony creates a rebuttable presumption that the person is a danger and there is not a sufficient surety that will reasonably assure the personal safety of others. The defendant shall be held without bail. Defendants can rebut the presumption by preponderance of the evidence.

A person who committed an intractable offense and is an unauthorized alien shall not be granted bail unless they can prove by preponderance of the evidence that the conditions of their release will assure, they will return for trial.

Amendment Analysis

Amendment H-8220 by Boden—First strike after that is SF2218 plus HF 2611.

Second degree amendment H-8221 by Boden—See above analysis. Second strike after amendment that combines SF2218, HF2611, and HF 2608.