

# California Legislator Introduces Bill To Prohibit Trump-Era ICE Agents From Employment as Educators and Peace Officers

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A proposed California law would disqualify those formerly employed by U.S. Immigration and Customs Enforcement (ICE) under the Trump administration from being employed as peace officers or public school educators in the Golden State.

[AB 1627](#), titled the “MELT ICE Act”, was introduced on Jan. 26 by Bay Area Assemblymember Anamarie Ávila Farías. The bill comes amid [heightened immigration enforcement](#) nationwide and stricter immigration laws. It would also extend its disqualification to those formerly employed by the Alabama and Georgia Department of Corrections between Jan. 1, 2020, and Jan.1, 2026.

AB 1627 would prohibit former ICE employees who were employed between Sept. 1, 2025 and Jan. 20, 2029 from holding a position as a "teacher, principal, superintendent, chancellor or other administrator" in any school district, community college, University of California or California State University.

The bill would require the California Department of Corrections and Rehabilitation and the Department of Education to screen applicants for prior employment by ICE or Alabama or Georgia state correctional facilities during the specified periods.

Ávila Farías noted that the bill is still in development and may later include an appeals process for those who are disqualified. "I understand there might be people who were law-abiding," she said. "We're hoping to create an appeals board-type hearing."

She emphasized educators and peace officers are "two very important careers in the state of California," which is what prompted Ávila Farías to specifically disqualify former Trump-era ICE employees from peace officer and educator positions.

Ávila Farías said she introduced the bill because she wanted to "be ahead of the curve."

"I know that this Trump administration is going to come to an end, and the cast of characters that have been enablers of this president in blatantly disregarding the Constitution, and I want to make sure there isn't a space for these individuals to be in critical society roles," Ávila Farías said.

When asked about the legal challenges that may arise from the bill's potential discriminatory employment practices, Ávila Farías said she worked with legal counsel inside and outside of the legislature to craft the bill. "I am prepared – I think we found a path with constitutionality," she said.

"California will not stand by while the rights of individuals are being violated, and we're fighting to protect everyone's safety and dignity with this bill," the assemblymember said.

[Alfonso Estrada](#) is a Los Angeles-based partner at Hanson Bridgett who represents both public and private sector employers, and has extensive experience in labor and employment law.

Estrada said that from a legal perspective, he anticipates the bill "will be challenged in every which way possible", noting that the current bill provides no exceptions to the disqualification.

Ávila Farías said she attended an October forum in Alabama with the California Legislative Black Caucus, where she said she learned of "horrific atrocities" in state correctional departments in Alabama and Georgia, which led her to include those employers in the bill.

Estrada called that provision "rife" with state discrimination issues, and "more symbolic" than meaningful. He added that the current form of the bill has a "lack of guardrails" and fails to consider those employed by ICE not as agents and not engaging in misconduct, or those hired under the Biden administration who continued working for the Department of Homeland Security under Trump.

*Photo: U.S. Border Patrol and protesters clash after a raid was conducted by Immigration and Customs Enforcement near a Home Depot on June 7, 2025 in Paramount, California. (Photo by Apu Gomes/Getty Images)*

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