



Memorandum

TO: NEIGHBORHOOD SERVICES
AND EDUCATION COMMITTEE

FROM: Councilmember Campos

SUBJECT: SEE BELOW

DATE: February 9, 2026

Approved

Date: 2/09/2026

SUBJECT: Childcare Policy Opportunities Status Report

RECOMMENDATION

1. Accept the status report on potential opportunities for the City to improve provision of childcare to its residents.
2. Cross-reference this item to the March 17, 2026, City Council March Budget Message meeting for consideration of promoting childcare as a goal within the City's Growing Our Economy Focus Area.

BACKGROUND

On December 12, 2023,¹ the City Council unanimously adopted [Resolution No. RES2023-459](#), Declaring the City's Commitment to Affordable Childcare, resolving that the City will take several actions, including the following:

The City of San José will continue to invest in a range of educational and development programs to support accessible, affordable and diverse forms of childcare as a means of expanding childcare access; and

The City of San José will propose and support policies and practices that will facilitate expedited zoning, permitting, and licensing processes for both center-based and home-based childcare facilities.

On September 30, 2025,² the City Council unanimously directed the City Administration to "bring forward recommendations and tactics for supporting childcare infrastructure, in the broader context of the Children and Youth Services Master Plan, to the November 2025 Joint

¹ December 12, 2023, City Council Agenda Item 3.11, "Resolution on Childcare."

<https://sanjose.legistar.com/MeetingDetail.aspx?ID=1180751&GUID=788E79CA-1FB8-4D3D-9A07-6875AD21C26C&Options=&Search=>

² September 30, 2025, City Council Agenda Item 3.4, "City Council Focus Area Semi-Annual Status Report."

<https://sanjose.legistar.com/MeetingDetail.aspx?ID=1328254&GUID=86920E40-5A03-4929-BD6D-0659B2AC3BFF&Options=&Search=>

Meeting of the City of San José Neighborhood Services & Education Committee (NSE) and County of Santa Clara Children, Senior, and Families Committee; and [to] direct the City Manager to return to the Neighborhood Services & Education Committee in February 2026, with recommendations or analysis for supporting childcare infrastructure.”

I am grateful to City staff for preparing this comprehensive memorandum, along with the companion memorandum regarding the status of the Family, Friends, and Neighbors Caregiver Support Network. Together, these reports provide valuable information to the NSE Committee about the City’s ongoing efforts to support small business owners, reduce costs for families, and enable young families and mothers to enter or re-enter the workforce, strengthening the local economy.

As the Council discussed during the September 2025 meeting, the Growing Our Economy Focus Area business development and workforce preparedness “problem area” omits a major impediment to the attraction and retention of talent. “Near-term” goals, achievable within a fiscal year, that could promote childcare include implementation of state laws like Senate Bill (SB) 234 (Skinner) and Assembly Bill (AB) 752.

The full City Council would benefit from the analysis provided by staff to NSE. Cross-referencing this item to the March 17, 2026, City Council meeting, when the March Budget Message will be discussed, will allow the Council to consider promoting childcare as a goal within the Growing Our Economy Focus Area. With appropriate investment and action, the City will be well positioned to enhance the competitiveness of our business community and allow families with young children to contribute to our ambitious economic development goals.