



Hello Chair Ortiz, Vice Chair Doan, and honorable City Councilmembers,

We, Build the Future, are writing in strong support of Councilmember Campos' memorandum to elevate the Child Care Policy Opportunities Status Report to the March 17 City Council March Budget Message. This will provide an opportunity to consider promoting childcare as a goal within the City's Growing Our Economy Focus Area.

[Build the Future](#), a campaign dedicated to advocating for affordable, quality childcare for all, remains steadfast in its commitment to ensure that childcare is affordable and accessible for everyone.

Affordable, high quality childcare helps our cities have a thriving economy and workforce. Residents are being priced out of San Jose due to the rising costs of childcare and housing. As stated in the Childcare resolution that was passed unanimously by San José City Council in December of 2023, "investing in affordable, accessible, and diverse forms of quality childcare...improves business productivity and consumer spending, decreases poverty, leads to safer communities, and provides additional revenue for cities..." We urge the City of San José to keep its promise and continue to support childcare solutions for its residents.

Sincerely,

Jaria Jaug
Build the Future Campaign Manager

Urgent Need for Sustainable Child Care Funding to Support Family Child Care Homes in San José

From Roxana Flores [REDACTED]

Date Wed 2/11/2026 3:52 PM

To Tubera, Katerina <Katerina.Tubera@sanjoseca.gov>

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Dear [Recipient Name],

Investments in child care funding in San José represent a critical and necessary step toward building sustainable early childhood systems that can be replicated across California and other cities.

Family Child Care Homes (FCCHs) are an essential component of the child care infrastructure. They provide full-time, flexible, and culturally responsive care that enables working families—particularly low-income families—to participate in the workforce and maintain economic stability. Without stable and adequately funded family child care options, families cannot work, and local economies suffer.

Currently, Family Child Care providers are facing a severe sustainability crisis. Subsidy systems administered through agencies such as Choices for Children, Go Kids, and Kidango are not receiving sufficient budget increases to expand access, raise reimbursement rates, or respond to the true cost of care.

As a result, providers are unable to enroll subsidized children, family child care homes are experiencing declining enrollment, and many providers are at risk of closing their businesses permanently. These closures disproportionately impact infants, toddlers, families with nontraditional work hours, and communities of color who rely heavily on home-based care.

To prevent further closures and ensure equitable access to child care, policymakers must take immediate action to:

- Increase and stabilize funding for child care subsidies.

- Ensure reimbursement rates reflect the true cost of providing quality care.
- Center Family Child Care Homes in funding, planning, and policy decisions.
- Require accountability and proactive advocacy from subsidy agencies to secure and distribute adequate funding.

Supporting Family Child Care Homes is not only a child care issue—it is a workforce issue, an economic equity issue, and a community stability issue. Sustainable funding policies are urgently needed to protect providers, support families, and strengthen local economies.

Thank you for your leadership and consideration of this critical issue. I look forward to continued collaboration to ensure that family child care remains a viable and equitable option for the families who depend on it.

Sincerely,

Roxana Flores

Family Child Care Provider & Advocate

San José, CA

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Public Comment for Early Child Care

From Shaista Soroya [REDACTED]
Date Wed 2/11/2026 3:52 PM
To Tubera, Katerina <Katerina.Tubera@sanjoseca.gov>

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Good afternoon Mayor and Council Members,

My name is Shaista, and I'm here to speak in support of continued investment in early childhood, especially Family Child Care.

Family Child Care providers are small business owners who open their homes in San José so families can go to work. The providers in San José are my colleagues. We have completed professional development, ongoing trainings, and built strong support networks to serve children and families at a high standard.

We provide early education, meals, safety, and stability while managing strict licensing requirements and rising operating costs.

Programs that support caregivers and strengthen child care networks are essential to keeping providers open and families served. When Family Child Care closes, working families and our local economy feel it.

I advocate for cities like San José to continue leading in this work, because we need counties and the state to follow suit. Strong local investment sets the example.

Supporting Family Child Care is supporting small businesses, families, and the future workforce.

Thank you for your time

Shaista Soroya
She/Her

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Written Public Comment from a Family Child Care Provider

From Manju Kumari [REDACTED]

Date Wed 2/11/2026 5:08 PM

To Tubera, Katerina <Katerina.Tubera@sanjoseca.gov>

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“Good afternoon, Chair and Committee Members.

Thank you for giving me the opportunity to submit written comments. My name is Manju Kumari. I am a family child care provider and early childhood educator with over 23 years of experience here in our community.

I am writing today to share my concerns because I am unable to attend the meeting in person. As family child care providers, we do not have the luxury of closing our daycare programs to attend meetings, as we must continue caring for children and supporting working families.

This issue is very important to us as a family child care provider who is currently going through a very difficult time with enrollment. Many providers are struggling to keep their programs open.

This meeting comes at a critical moment, as the City is making decisions about the budget and the future of childcare support for working families and providers. I strongly believe that the voices of family child care providers must be included in these decisions, as we are on the front lines of childcare in our community.

The City can strengthen its support by working **directly with family child care providers**, not only through resource and referral agencies. While resource and referral systems serve an important role, they are **not effectively supporting providers**, particularly when it comes to consistent enrollment and sustainability.

We strongly recommend that the City focus on:

- Direct communication and engagement with providers
- Support strategies that prioritize enrollment stability
- Policies that recognize family child care as a key economic and workforce resource

Supporting enrollment is essential for providers to remain open, serve working families, and contribute to the local economy. When providers are stable, families benefit, employers benefit, and the City benefits.

Childcare should be treated as an economic and workforce priority, and family child care providers must have a direct voice in shaping these decisions.

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Public comment support for Childcare Providers

From Michelle M [REDACTED]

Date Wed 2/11/2026 7:07 PM

To Tubera, Katerina <Katerina.Tubera@sanjoseca.gov>

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Dear Chair and Members of the Neighborhood Services and Education Committee,

I am writing to share my perspective as I am unable to attend the February 12 meeting in person. I am a childcare provider and early childhood educator serving families in Santa Clara County, and I appreciate the opportunity to have my comments included in the public record.

Childcare providers are essential to the workforce and to the economic stability of our communities. Every day, we make it possible for parents to go to work, pursue education, and support their families. Yet the work we do—long hours of caregiving, teaching, and running small businesses—is often undervalued and underfunded.

As an early childhood educator, I see firsthand that we are building the foundation for lifelong learning. The early years are critical for language development, social-emotional growth, and school readiness. The support children receive before kindergarten directly impacts their long-term success. Investing in childcare is investing in the future workforce of San José.

I also represent the many small, community-based providers who operate with limited resources while meeting licensing requirements, supporting families with diverse needs, and maintaining safe, nurturing learning environments. Many of us mentor assistant teachers, partner closely with families, and serve as trusted community supports—not just caregivers. Despite this, we often earn far less than professionals in other fields that require comparable responsibility and dedication.

Programs like the Family, Friends, and Neighbors Caregiver Support Network strengthen the quality and stability of care across our community by providing training, resources, and connection. These supports are vital, especially for small and home-based providers who serve working families every day.

I respectfully urge the Committee to view childcare as critical economic infrastructure and to partner with providers to strengthen and sustain this essential system. Please protect and expand programs that support caregivers, invest in funding that reflects the true value of early education, and ensure that those of us who serve young children can continue this work with stability and dignity.

Our work supports families, strengthens the workforce, and prepares children for lifelong success. We are essential—and we need meaningful investment to continue serving our community.

Thank you for your time and consideration.

Sincerely,

Michelle Melendez

Childcare Provider/ Early Childhood Educare

Santa Clara County

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Family Child Care Home

From Mayra Sandoval [REDACTED]

Date Wed 2/11/2026 7:47 PM

To Tubera, Katerina <Katerina.Tubera@sanjoseca.gov>

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Homes (FCCHs) are a vital part of the child care infrastructure and a cornerstone of working communities. We provide full-time, flexible, and culturally responsive care that allows families, especially low-income and working families, to participate in the workforce and maintain economic stability.

We are trusted caregivers, small business owners, and early educators who open our homes every day to care for children during their most critical years of development. We serve infants and toddlers, support families with nontraditional work hours, and offer care that reflects the cultures, languages, and values of the communities we serve.

Without stable and adequate funding for family child care, families cannot work, children lose access to consistent care, and local economies suffer. Family Child Care providers are not supplemental; we are essential. Sustaining our work means sustaining families, communities, and the workforce as a whole.

Mayra Sandoval
FCCH Educator
[REDACTED]

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Neighborhood Services and Education Committee

From Elizabeth Garcia [REDACTED]
Date Wed 2/11/2026 9:50 PM
To Tubera, Katerina <Katerina.Tubera@sanjoseca.gov>

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Dear Chair and Members of the Neighborhood Services and Education Committee,

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As an early childhood educator, I see firsthand that we are building the foundation for lifelong learning. The early years are critical for language development, social-emotional growth, and school readiness. The support children receive before kindergarten directly impacts their long-term success. Investing in childcare is investing in the future workforce of San José.

I also represent the many small, community-based providers who operate with limited resources while meeting licensing requirements, supporting families with diverse needs, and maintaining safe, nurturing learning environments. Many of us mentor assistant teachers, partner closely with families, and serve as trusted community supports—not just caregivers. Despite this, we often earn far less than professionals in other fields that require comparable responsibility and dedication.

Programs like the Family, Friends, and Neighbors Caregiver Support Network strengthen the quality and stability of care across our community by providing training, resources, and connection. These supports are vital, especially for small and home-based providers who serve working families every day.

I respectfully urge the Committee to view childcare as critical economic infrastructure and to partner with providers to strengthen and sustain this essential system. Please protect and expand programs that support caregivers, invest in funding that reflects the true value of early education, and ensure that those of us who serve young children can continue this work with stability and dignity.

Our work supports families, strengthens the workforce, and prepares children for lifelong success. We are essential—and we need meaningful investment to continue serving our community.

Sincerely,

Elizabeth Garcia
Childcare Provider/Master Teacher and Director
Santa Clara County

[Sent from Yahoo Mail for iPhone](#)

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Family Child Care Shall not disappear

From Otokonda Ble [REDACTED]
Date Thu 2/12/2026 6:18 AM
To Tubera, Katerina <Katerina.Tubera@sanjoseca.gov>

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Great Facts about FCC, (Otokonda Ble)

We are the second line of defense for children after their parents.

1. More children spend their best time of their earlier years in home-based child care than any other child care setting.
2. Yet our programs have historically been subject to marginalization within both the early childhood profession and within communities.
3. We cross policies that compensate us at lower rates or measure their quality with tools destined for centers base care.
4. Parents will continue to choose family child care settings for their children, particularly because of its flexibility, nurturing environments like child homes, and the opportunities it provides to support the child's home language and culture.
5. We are, and will be more likely to provide care during non-traditional hours and in locations where parents live, work and attend colleges. Also, whenever parents are more in need than anyone else.
6. 75 percent of Family Child Care programs were open, and available during the onset of the COVID-19 pandemic, more than center-based care. A hundred percent of FCC that remained open served the children of essential workers, from infants to school-age children, from our communities and beyond. FCC owners leveraged our force to help our essential workers. FCC owners risked their lives and of their family members to make sure that our country fought the pandemic.
7. A symbol of a family child care environment has been friendly, close loving care, scale several developmental time periods, with equal in a home-like environment.
8. Many parents' favorite for smaller group sizes, which families believe promotes a healthier environment, than large settings for their little one. Parents believe that big setting care can ignore the attention needed by an infant or a child this can hinder the emotional and cognitive development of a child.
9. Furthermore, we are typically a mixed-age service delivery model. This model strengthens family, child, provider, peers and community relationships. It also has the benefit of allowing siblings to remain together in the same

location, FCC decreases parents' stress of running multiple places, dropping children before attending work, or daily activities.

10. In our day's young families are the most ethnic and racial diversity. Today's children, Generation alpha, are the most remarkably diverse in our nation's history. It is foreseeable that many families will desire linguistic and cultural continuity in their child care choices. FCC educators are more likely to care for families of color, minorities such as single parent, unemancipated minor, foster kids, divorced and orphan children.

11. FCC have strategic innovations now that are characterized by professionalism communities in many ways that will prove to have a sustainable impact on the sectors of Family Child Care education, improving qualities of care, ECE credentials, joining professional organization of educators and business ownership, home base mixed-age model setting, implementation and usage of technology for our children, promotion of child daily physical activities, artistic development needs in our homes and program practices.

12. All the FCC are optimistic about the future of our industry, as we look ahead, we must power the profound relations FCC educators have with their families to create additional champions for child care, and generate the necessary momentum to realize a stronger child care system for the future. We must support our local and federal education system to be ready for the UPK system for our children.

Our officials, in all levels of the government, need to foster a great relationship with FCC because we are Stakeholders of our communities, economy, Cities, counties, States and our country. We are local, and federal taxpayers because we work where we live therefore, we pay more taxes in our local areas than any other organization. We are small businesses, and our cities should not detriment FCC on behalf of NGO and free states programs. We need to stop systematic oppression in the Childcare arena. FCC is here to stay.

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FCC representation for today's meeting

From B K [REDACTED]
Date Thu 2/12/2026 8:00 AM
To Tubera, Katerina <Katerina.Tubera@sanjoseca.gov>

 1 attachment (172 KB)
SJcitycouncilFCCdoc.pdf;

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To

The San Jose city council

Attn: Childcare committee status report

I am a family child care provider/Early educator. Along with many of my fellow providers, I would like to bring to your attention some important facts on why childcare funding is important to sustain the many small businesses and Families that depend on these services. Please take a minute to go over the attached PDF.

Thank you

Bela khetan

Bela's preschool
[REDACTED]

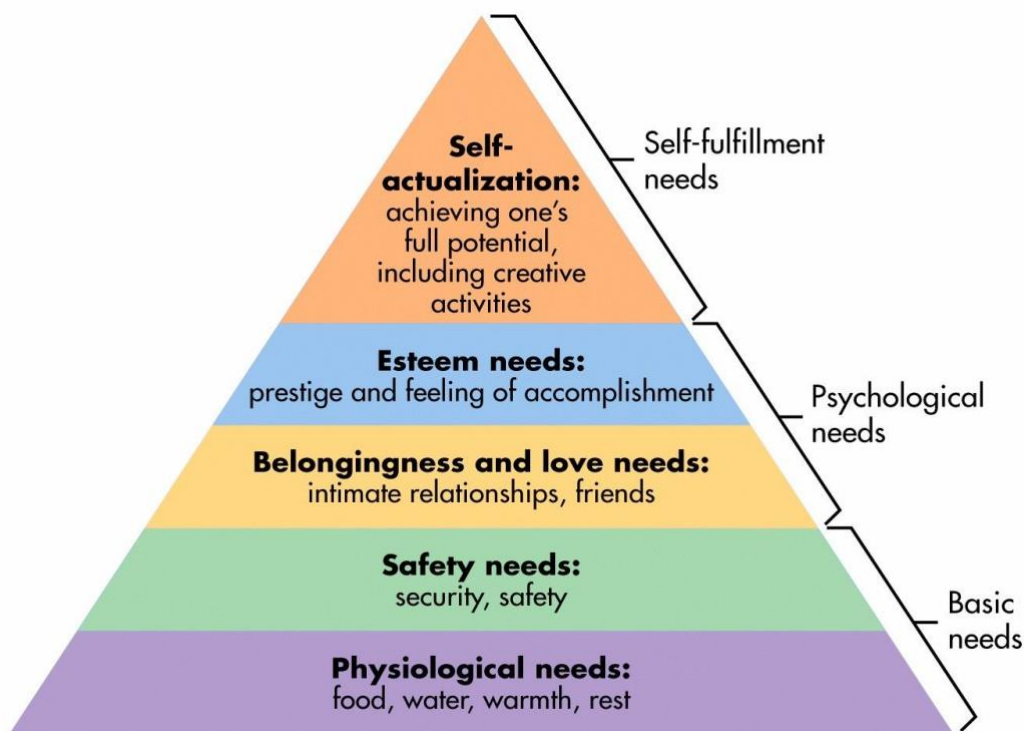
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What makes family childcare home unique for families they serve?- by Bela Khetan

Bela's preschool (FCCH Santa Clara county)

The term family in family childcare homes is what makes our program unique! We are an extension of the child's family environment. In saying this, I echo the sentiments of all my fellow providers. Year 2020, when the world shut down due to a pandemic, family childcare homes were open full time, willing to take the health risks and continue providing their services and support to their families. Finally, the society realized that we are an essential services category!

Due to the small size (1:6 /1:12 ratio max) and family environment, FCCH not only meet the developmental needs of the children but also prepare them for KG (Please refer to the Pyramid)



Maslow's hierarchy of needs_ Wikipedia

This pyramid explains the social/emotional needs of humans. In early education, FCC providers provide children's basic needs of healthy nutrition, warm loving care, safe, secure environment leading to a trusted long-lasting relationship with children and families.

By teaching and guiding the children to build characteristics of kindness, respect, honesty, self-reliance, FCC providers are helping the the young toddlers to enter preschool with a positive self-esteem. The social emotional and cognitive development continues through Pre-k years.

- Family childcare providers are educators providing continuity in learning and growth.
- During Pandemic /lockdown FCC educators continued providing online learning through zoom making sure that the children graduating to KG do not miss the benchmarks for KG readiness.

- Many families greatly appreciated the foresight of FCC providers in preparing the children to adapt to online learning and trusted them to continue helping with their online KG in family child-care homes.
- Children graduating to KG from FCC homes are ready and meet the KG readiness expectations in the following areas:

Language skills

Alphabet/sound recognition

Phonological awareness (recognizing beginning/ending sounds, vowel sounds)

Reading skills (CVC words, rhyming words, Digraph sounds, sight words, simple sentences)

Writing/printing skills

Math readiness skills

Counting by rote

No. recognition

Matching objects to quantities

Shapes, patterns

Simple addition/subtraction

Measurements, time and money concepts

Aside from preparing the children for KG, FCC homes also serve families with special needs,

Provide early intervention services in partnership with inclusion collaboration, First 5 and Quality matters programs.

Ms. Manju says: Quote

The #1 concept that makes my child-care unique are the personal attributes I include in my lesson plans which are closely curated based on the people that I serve. I interview every family that comes by my childcare and ask them detailed questions that helps me understand what they want for their child. My curriculum includes daily math, reading, motor skills, and social lessons. The second thing that makes my daycare unique is that I set up children for success way beyond their early childhood care. All the parents that have worked with me in the past will visit me or communicate that their child is thriving in elementary school because of the foundations & confidence that I have instilled in them at an early age. We have a teacher to child ratio of 3:1. VS. a regular school classroom where it's mostly 1 to 12 "unquote

One of many responses from a family in KG year

"We just came back from K's first parent teacher conference at kindergarten. His teacher says he is doing really well. He is reading at first grade level already! He got a DRA score of 8. His writing and handwriting are also very good, exceptional for a kindergartner! his teacher says.) We think it's all because of the time K spent with you reading, writing and tracing last year. Thank you so much!

We can go on and on with success stories from all the providers in Santa Clara County. We hope you understand that Family childcare providers have been providing pre-k education and Kindergarten readiness

skills all throughout their careers and that is the uniqueness of a family childcare home. High quality continuing care and education!

Families today are already struggling to maintain the affordability of basic necessities. These basic needs are



Every family needs to work to afford rent, food and childcare. Without Childcare the family cannot go to work! If they don't work, they don't get to afford the other necessities, hence Childcare is at the top of these necessities. This important service is provided by the Family childcare homes and Friends and family neighborhood care. If funding is cut for these programs, one can only imagine how the foundations of a strong economic system will be shaken up.

90% of these Family childcare homes are small businesses, women run; by cutting the funding we are forcing these small businesses to shut down creating a short supply of Childcare. These FCC homes are already struggling to sustain themselves due to low enrollment since UPK.

Affordable childcare is an important element of a strong economy and cutting resources to this industry is not going to bring any better results in other segments of the economy.

So please consider the necessity of keeping the programs alive and meeting the demand for childcare with the required resources.

Thank you for listening

Bela Khetan

Voice of Shared service alliance of 60 childcare providers