

## Early Childhood Professional Recognition Bonuses

The following bonuses are for Vermont regulated early childhood and afterschool program staff who have achieved specific professional development certificates, credentials, or educator licensure recognized by the Vermont professional development system which is funded by the Department for Children and Families Child Development Division (CDD).

### Available Bonuses

Professional Achievement, Credential, or Educator Licensure	Amount
<b>Northern Lights Level 1 Certificate</b> (includes completion of Fundamentals training and one year of experience in regulated care)	\$300
<b>Northern Lights Level 2 Certificate</b> (includes <u>first</u> Child Development Associate [CDA] credential if received within the past two years AND two years of experience in regulated care)	\$1,200
<b>Northern Lights Level 3A Certificate</b> (includes Registered Child Care Apprenticeship Certificate, or Community College of Vermont Childcare Certificate AND two years of experience in regulated care)	\$2,100
<b>Northern Lights Level 3B Certificate</b> (includes an associate degree in a related field AND two years of experience in regulated care)	\$2,400
<b>Northern Lights Level 4A Certificate</b> (includes a bachelor's degree in a <a href="#">related field</a> AND two years of experience in regulated care)	\$3,000
<b>Northern Lights Level 4B Certificate</b> <ul style="list-style-type: none"> <li>Meets Level 4A requirements <b>plus</b> holds a <a href="#">Vermont Agency of Education (AOE) educator licensure</a> for <b>first</b> (not provisional or renewal) early childhood educator or early childhood special educator endorsement</li> </ul>	\$1,000
<b>Northern Lights Level 5A Certificate</b> (includes a master's degree in a <a href="#">related field</a> AND two years of experience in regulated care)	\$3,500

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Professional Achievement, Credential, or Educator Licensure	Amount
<b>Northern Lights Level 5B Certificate</b> <ul style="list-style-type: none"><li>Meets Level 5A requirements <b>plus</b> holds an <a href="#">AOE educator licensure</a> for <b>first</b> (not provisional or renewal) early childhood educator or early childhood special educator endorsement</li></ul>	\$1,000
<b>Northern Lights Level 6 Certificate</b> (includes a Doctorate including a PhD in a <a href="#">related field</a> AND two years regulated care experience)	\$4,000
<a href="#">Program Director Credential</a> Step 1	\$900
<a href="#">Program Director Credential</a> Step 2	\$900
<a href="#">Program Director Credential</a> Step 3 – completion ( <i>includes individuals working in afterschool programs</i> )	\$3,000

### Eligibility

The applicant must:

- Be currently employed by a Vermont regulated early childhood or afterschool program.
- Have not received a bonus from CDD in the past for this level certificate, degree, license or credential.
- Not be on a public school teacher contract or equivalent (paraeducators are eligible for bonuses).

In addition, recognition bonuses are only available for NEW Level Certificates for the highest level for which you are qualified.

### How To Apply

- For **Northern Lights Level Certificate bonuses**, please complete the [Level Certificate Application](#) on the Northern Lights at Community College of Vermont's (CCV) website.
- For support in applying for a [Level Certificate](#) or the [Program Director Credential](#), contact your [Northern Lights at CCV Resource Advisor](#).
- For questions about [AOE teacher licensure](#), please visit the website or contact AOE at 802-828-3440.
- For more information on Level Certificate bonus payment processing, please contact Vermont Association for the Education of Young Children (VTAEYC) at [PDsupports@vtaeyc.org](mailto:PDsupports@vtaeyc.org).
- Individuals must submit a current federal W-9 form for any payments.