

Early Childhood Professional Recognition Bonuses

Bonuses are for Vermont regulated child care program staff who have achieved specific professional development certificates, credentials, or licensure recognized by the Vermont professional development system, which is funded by the Child Development Division (CDD).

Available Bonuses

Professional Achievement, Credential, or Licensure	Amount
Northern Lights Level I Certificate (This includes completion of Fundamentals training and one year of experience.)	\$100
Northern Lights Level II Certificate (May include <u>first</u> Child Development Associate (CDA) credential if received within the past two years)	\$500
Northern Lights Level III A (This includes Registered Child Care Apprenticeship Certificate, or Community College of Vermont (CCV) Childcare Certificate AND two years of experience in regulated care)	\$750
Northern Lights Level III B (This includes an associate degree in a related field AND two years of experience in regulated care)	\$1000
Northern Lights Level IV, V, VI (This can include a bachelors', masters', Doctorate (PhD) in a related field AND two years of experience)	\$1200 (<i>Paid in two payments, six months apart.</i>)
Vermont Agency of Education (AOE) teacher licensure for first (not provisional or renewal) early childhood educator or early childhood special educator endorsement.	\$500
Program Director Credential – Step 3	\$500

Eligibility

The applicant must:

- Be employed by a Vermont regulated child care program.
- Complete the training, degree, and/or requirements for the certificate or credential within the past two years from the date of application. After the requirements are met for a level, additional coursework does not influence the date the educational requirements are achieved.
- Have not received a bonus from CDD in the past for this level certificate, degree, or credential.

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- Not be on a public school teacher contract or equivalent (paraeducators are eligible for bonuses).

In addition, recognition bonuses are only available for the highest level for which you are qualified. If you receive two Level Certificates that qualify for a Recognition Bonus within six months, you will be eligible for a Recognition Bonus for the highest level earned.

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 more information on Level Certificate bonus payment processing, please contact Vermont Association for the Education of Young Children (VAEYC) at PDsupports@vtaeyc.org.
- For **AOE teacher licensure**, please contact AOE at 802-828-3440.
- For **Program Director Credential**, please contact the Northern Lights at CCV [Resource Advisor](#) for your area.
- Programs must submit a current federal W-9 form for any payments.