

Professional Development Bonus System

Level Achievements²	AMOUNT
Northern Lights Level I Certificate (this includes completion of Fundamentals training & one year of experience)	\$100
Northern Lights Level II Certificate , which may include initial Child Development Associate (CDA) credential if received within the past two years	\$500
Northern Lights Level III A , which includes Registered Child Care Apprenticeship Certificate, or CCV Child Care Certificate AND two years of experience in regulated care.	\$750
Northern Lights Level III B , which includes an Associate's Degree in a related field ³ AND two years of experience in regulated care.	\$1000
Northern Lights Level IV, V, VI (This can include a Bachelors' Masters', Doctorate, or PhD in a related field AND two years of experience)	\$1200 (paid in two payments, six months apart)
Professional Credentials	AMOUNT
<ul style="list-style-type: none"> • Vermont Department of Education teacher licensure with early childhood educator or early childhood special educator endorsement • Northern Lights Program Director Credential – Step 3 	\$500

Note: Applicants must apply to Northern Lights at CCV for the certificate or credential and receive it prior to applying for a bonus. Level applications can be found on the NL@CCV website at <https://northernlightscv.org/>

See next page for Bonus and Grant Eligibility.

¹ Bonuses have eligibility requirements that are in addition to the requirements for obtaining a level certificate, degree or credential. **See next page.**

² Completion of each Level requires an application to Northern Lights at CCV to verify both education and experience. <https://northernlightscv.org/career-development/early-childhood-career-ladder/>

³ A definition of related degrees can be found on the Northern Lights at CCV website: <https://northernlightscv.org/>

Bonus and Grant Eligibility

The applicant must:

- Be employed by a Vermont regulated childcare facility and have worked in a direct care position with children for the past six months.
- Demonstrate commitment to remain in the field for at least one year in Vermont.
- Complete the training, degree, and/or requirements for the certificate or credential within the past two years from the date of application.
- Have not received a bonus from CDD in the past for this level certificate, degree or credential.
- Not be a public-school teacher or equivalent (paraeducators *are* eligible for bonuses).

In addition:

- The program that the applicant works for is in good regulatory standing.
- 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 6 months, you will be eligible for a recognition bonus for the highest level earned.

Contact about Level Certificate or Credential Bonuses:

Vermont Association for the Education of Young Children

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For additional information about bonuses or the Vermont's Professional Development System contact:

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