

YEARS OF CONTINUOUS SERVICE - Mandatory for BCGEU and PEA positions >7 months. Calculation must be performed by BCPSA staff. Please submit your request for years of continuous service calculation to MyHR. Years of Continuous Service calculation is optional for Excluded, BCNU and UPN positions. If you choose not to consider years of continuous service for Excluded, BCNU and UPN positions, you must document your rationale.

Scoring may be: **Sequential** – this means structured to eliminate from further consideration those who do not pass. In this approach the numerical point values do not carry forward to the next stage; **Cumulative** – this means all assessments contribute to a final rating or score. With cumulative approach a lower score in one area can be counterbalanced by a higher score in another area.; **Combination of Sequential and Cumulative** - this means structured to eliminate from further consideration those applicants who do not pass a specific assessment, while scores from all assessments contribute to the final score for those applicants that pass.