

SPARKROCK

Accelerating Time to Value: Innovation in K-12 ERP Implementations



May 21, 2026

Meet the Remote Team



Frank Ferlino

Sr. Director of Customer Success



Randy Lenaghan

President



Natalie Yachtowych

Senior Data Migration Lead



Our Session

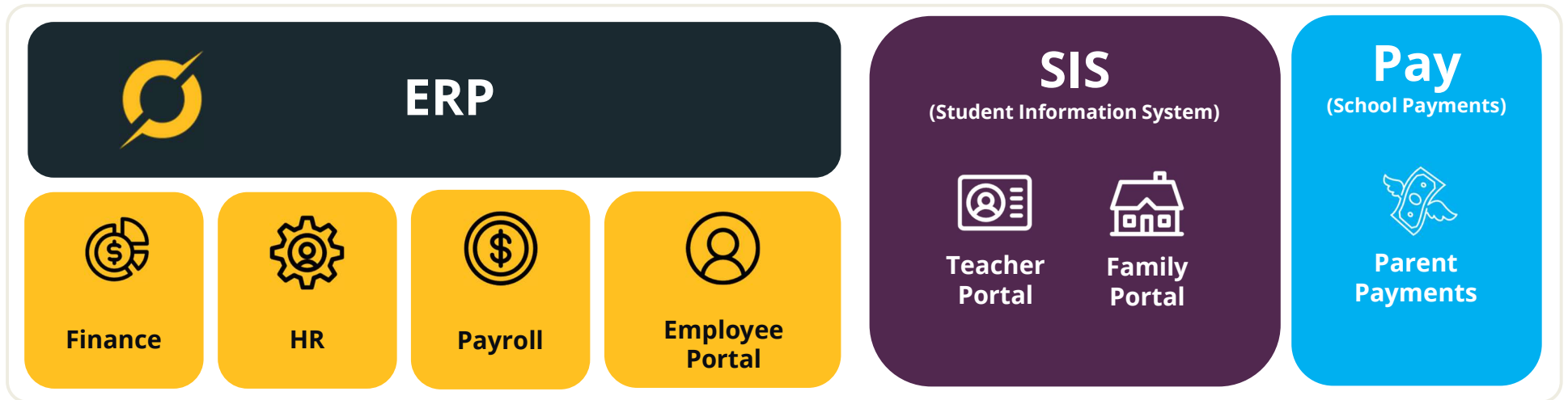
- ✓ **Welcome and Introductions**
- ⌚ About Sparkrock
- ⌚ Improving time to value for our BC Customers



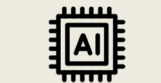
Sparkrock Platform and Experience

SPARKROCK

Sparkrock Product Overview



HIGHLIGHTS & KEY FEATURES:



AI Powered



Mobile - Optimized



SIS Integrated



World Class Payroll,
Finance, HR



Microsoft
Intelligent Cloud

SPARKROCK

SPARKROCK

Ecosystem Security Benefits

Modern Security Built on Identity

-  Single Sign-On (SSO) across ERP and Microsoft ecosystem
-  Multi-Factor Authentication (MFA) with Conditional Access
-  Role-based access (least-privilege model)
-  Integrated with Microsoft security tools
-  Continuous monitoring and threat protection

Your Data. In Canada. Protected.

-  Hosted in Microsoft Azure Canadian data centres
-  Supports data sovereignty and compliance
-  Centralized data reduces risk and fragmentation
-  Built-in backup and disaster recovery
-  SaaS model ensures ongoing security updates



Finance & Procurement

Project & Grant Accounting	Commitments / Encumbrances	Accounts Payable	Accounts Receivable
Fund Accounting	Expense Claims	Fixed Assets	Inventory Management
Requisition Management	General Ledger	Budget Management	
Financial Analysis	Purchasing	Cash Management	



HR Management

Position Management	Employee & Manager Self-Service	Seniority Management
Benefit Management	Training & Qualification Management	Employee Management
Compensation Management	Collective Agreement Management	Absence & Leave Management



Scheduling & Time Entry

Time Entry	Shift Premiums	Earning Codes	Employee Scheduling
------------	----------------	---------------	---------------------



Payroll Administration

Payroll Administration	Power BI Reporting and Analytics
------------------------	----------------------------------



Optional Functionality



Stronger Together

Proven Success

\$13.7+

Billion/Year

K12 Finances
Managed

\$10.7+

Billion/Year

K12 Payroll
Processed

100K+

Employees/Month

K12 Paystubs
Processed

20+

Years

Of Industry
Experience

SPARKROCK

By The Numbers: OVER THE PAST YEAR

73

Sparkrock Finance and
Ed HRP Maintenance
Releases

107

New Sparkrock Finance
and Ed HRP
Features Released

4

Major Releases



Improving time to value for our BC Customers

- 🔄 **Business Process Review**
- 🔄 **AI-Driven Data Migration**
- 🔄 **Region-Specific Configurations**
- 🔄 **Data-Driven Training Approaches**

Implementation Innovation Themes

Intelligent Automation

Improved Speed and Accuracy

- *AI-assisted data migration and validation*
- *Automated configuration and testing*
 - *Reduced rework and implementation risk*
- *Faster issue resolution*

Guided Standardization

Enhanced discovery aligned to proven best practices

- *BC-specific configuration templates*
- *Best-practice process models*
- *Faster design decisions*
- *Consistent deployment experience*

Adoption-Driven Delivery

Helping users achieve value sooner

- *Real-data validation earlier*
- *Scenario-based training*
- *Continuous collaboration*
- *Faster user confidence and adoption*

1

EFFECTIVE BUSINESS PROCESS REVIEW

Key principles for a
successful ERP review



Clear Objectives

Define success before starting. Tie goals to cost, risk, time, or customer impact — not just 'improvement'.



Right Stakeholders

Include process owners, end users, IT, and finance. Frontline workers reveal workarounds management can't see.



Honest Baseline

Document current-state processes, volumes, and exceptions. Workarounds signal where the system and reality diverged.



Quantified Findings

Replace 'this takes too long' with '3 hrs × 200 times/month = 600 hrs'. Data makes a business case.

FROM REVIEW TO RESULTS

Process · Output · Action

DURING THE REVIEW



- Map end-to-end — not silo by silo
- Separate system vs. process problems
- Benchmark vs. vendor best practices
- Capture exceptions & workarounds

OUTPUT & FINDINGS



- Findings tied to business impact
- Prioritized roadmap (value vs. effort)
- Process owner assigned to each gap
- Quick wins identified for momentum

WHAT TO AVOID



- Reviewing without ERP config context
- Loudest voices ≠ biggest bottlenecks
- Treating the review as a one-off event
- Skipping change management planning

The best reviews feel less like audits and more like structured conversations — giving the business a clear path forward.

AI-DRIVEN DATA MIGRATION

Faster · More Accurate · Fully Transparent

3× Faster delivery vs. hand-coded

100% Code managed in source control

0 Hidden failures to production

HOW THE PIPELINE WORKS

1

Source System (Read-Only)

Connects read-only to your legacy system. No writes, no risk. AI accelerates source-to-target mapping against the documented Sparkrock Ed HRP schema.



2

Staging Database — AI + Human Review

AI drafts tool models and validation tests; engineers peer-review every code file before it runs. Transformation logic is versioned, deterministic, and fully inspectable.



3

Sparkrock Ed HRP Product Database

Deployment is gated, dry-run-able, and ordered to preserve referential integrity. A deploy-readiness gate blocks promotion while any validation failure exists.



VALIDATION FRAMEWORK & BUSINESS OUTCOMES

Every migration is automatically tested — and nothing ships until it passes.

WHAT WE VALIDATE



Referential Integrity

No orphan records across all FK dependency tiers



Constraint Simulation

CHECK constraints validated before deployment



Mandatory Row Presence

NET_PAY, GROSS_PAY, active employee assignments



Field-Level Controls

String lengths, casing, NULL rules enforced



Cross-Table Reconciliation

YTD earnings reconciled against pay records



Placeholder Tracking

Every fallback value explicitly flagged — nothing slips through

WHAT YOU GAIN



Faster Timeline

AI drafts models and mappings that would take days by hand — reviewed and shipped in hours. Milestone documentation is auto-committed to source control.



Greater Accuracy

Validation framework catches referential, constraint, and reconciliation errors before go-live. A deploy-readiness gate means failures cannot reach production.



Full Transparency & Reversibility

Every transformation is code, versioned, peer-reviewed, and rerunnable. Numbered audit reports give you a complete record of every decision made.



The AI is a productivity layer for our engineers — every SQL it authors is reviewed by a human before it runs. Your data stays where it has always been.



SPARKROCK Ed HRP

BRITISH COLUMBIA PRODUCT FUNCTIONALITY

*Built-in for BC school districts.
No customization required.*

BC CLIENTS INCLUDE

Vernon SD 22 - Rocky Mountain SD 6 - Abbotsford SD 34—
Langley SD 35 – Prince George SD 57 and growing BC
roster

BC-SPECIFIC CAPABILITIES INCLUDED IN THE PRODUCT



BC Collective Agreements

Configurable multi-union support for BCTF provincial agreement and local CUPE/BCGEU agreements. Salary grids, step progressions, and allowances managed per bargaining unit.



BC Pension Plans

Built-in contribution logic for BC Teachers' Pension Plan (BCTPP) and Municipal Pension Plan (MPP), including split rates above/below YMPE thresholds.



Ministry of Education Reporting

Pre-built report templates for BC Ministry headcount, FTE, and staffing submissions. Salary and position data structured to provincial reporting standards.



Seniority & Spareboard Management

Automated seniority calculation rules aligned to BC district agreements. Spareboard (casual/TOC) employee tracking with availability and assignment management.



WorkSafeBC & Benefit Plans

WorkSafeBC premium calculations, Pacific Blue Cross / Green Shield benefit plan administration, and BC-specific MSP coordination built in as product configuration.



Records of Employment (ROE)

Service Canada ROE generation with BC-specific insurable hours and earnings logic. Direct filing support for teachers, support staff, and auxiliary employees.



CONFIGURE vs. CUSTOMIZE — WHY REGION-SPECIFIC PRODUCT DESIGN MATTERS

Configuring a solution means setting up what is already built. Customizing means building what was never there — at your cost and risk.



CONFIGURE (Sparkrock Ed HRP — BC)



BC collective agreement terms

BCTF salary grids, CUPE local appendices, and BCGEU provisions are set up as product configuration — no code changes.



BC pension contribution rates

BCTPP and MPP rate tables are product parameters, updated each year without a developer.



Seniority rules & spareboard

Seniority accrual formulas and TOC/casual pools are configurable fields aligned to district agreements.



Ministry reporting templates

BC Ministry headcount and FTE report formats ship with the product — configure your chart of accounts, run the report.



WorkSafeBC & benefit plans

Premium codes and Pacific Blue Cross plan structures are data-layer configurations, not code modifications.



CUSTOMIZE (Generic ERP Approach)



Custom code for every BC agreement

Each union appendix requires developer effort to encode business rules into the system — paid for by your district.



Pension rates hard-coded by consultants

Annual pension rate changes need a change request, testing cycle, and deployment — days to weeks of delay.



Seniority logic built from scratch

Unique to BC districts; no generic ERP carries it. Manual scripts or workarounds are common outcomes.



Ministry reports are custom builds

Report developers build Ministry templates per engagement. Every Ministry format change is a new billable project.



Each upgrade risks breaking changes

Custom code is not upgrade-safe. Every new product version requires regression testing of your BC-specific modifications.

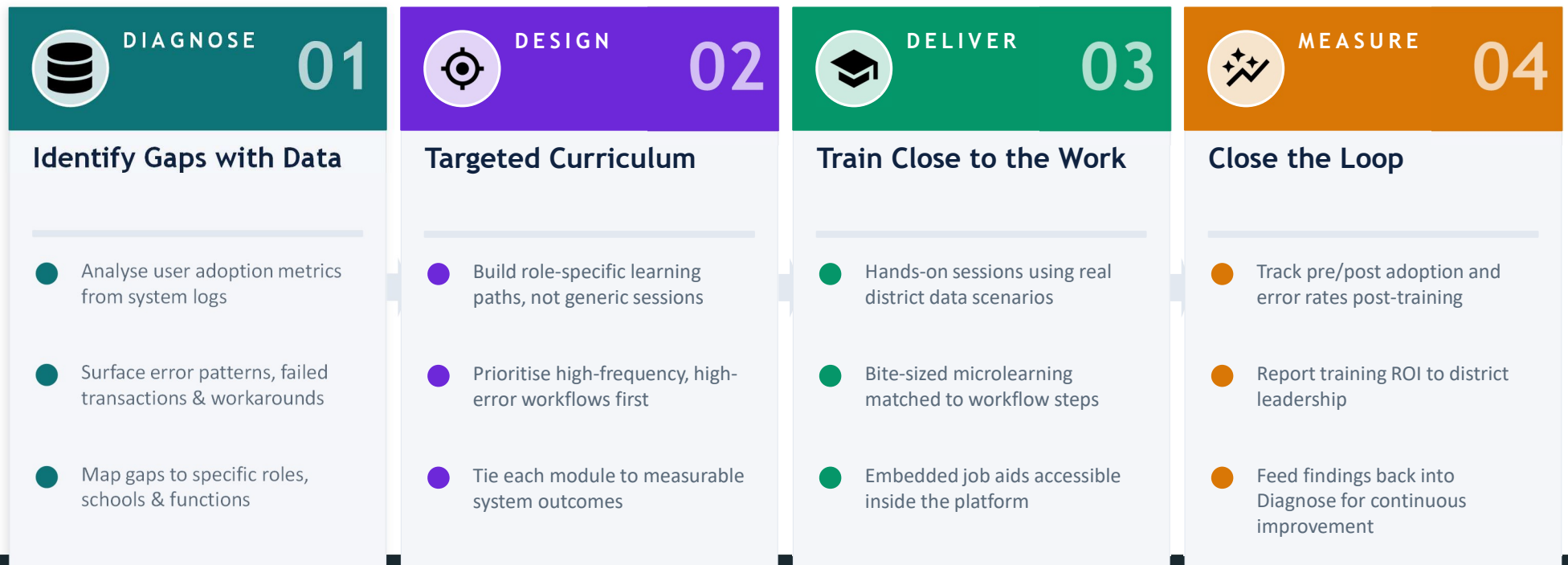


With Sparkrock Ed HRP, BC-specific rules are product features — configured once, maintained by Sparkrock, and upgraded with the platform. Not billed to you per change.

DATA-DRIVEN TRAINING APPROACH

Using system data to guide what gets trained, who gets trained, and how training effectiveness is measured.

THE FOUR-PHASE TRAINING CYCLE



Continuous improvement loop: Measurement findings feed back into Diagnose — the cycle repeats with each system release, new feature rollout, or district change.

FROM DATA SIGNALS TO TRAINING OUTCOMES

What the data tells us, how we act on it, and what success looks like.

DATA SIGNALS WE MONITOR



System Adoption Metrics

- Login frequency by user role & school
- Feature utilisation rates vs. licensed access
- Self-service vs. assisted transactions ratio

→ Low adoption in a function = training gap, not a product gap.



Error & Exception Patterns

- Validation failures and data-entry errors by field
- Payroll exceptions and manual overrides per period
- Workflow rejections and approval re-submissions

→ Recurring errors pinpoint the exact step where confidence breaks down.



Support & Help-Desk Trends

- Ticket volume by module, role, and school
- Most-searched help topics inside the platform
- Escalation patterns after go-live milestones

→ Help-desk clusters reveal which workflows need reinforcement training.

TRAINING ACTIONS & OUTCOMES



Precision Targeting

Training is scoped to the exact roles, schools, and workflows where data shows adoption or accuracy falling short. No one sits through a module that isn't relevant to their job.

Right person · Right skill · Right time



Measurable Improvement

Error rates, transaction volumes, and self-service ratios are tracked before and after each training intervention. Improvement is reported in the same data language leadership already uses.

Adoption ↑ Errors ↓ Escalations ↓



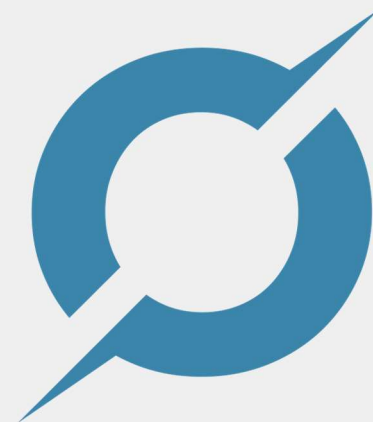
Sustainable Capability

Role-specific job aids, embedded help content, and periodic refresher paths ensure skills survive staff turnover, system upgrades, and new feature releases — without one-time events.

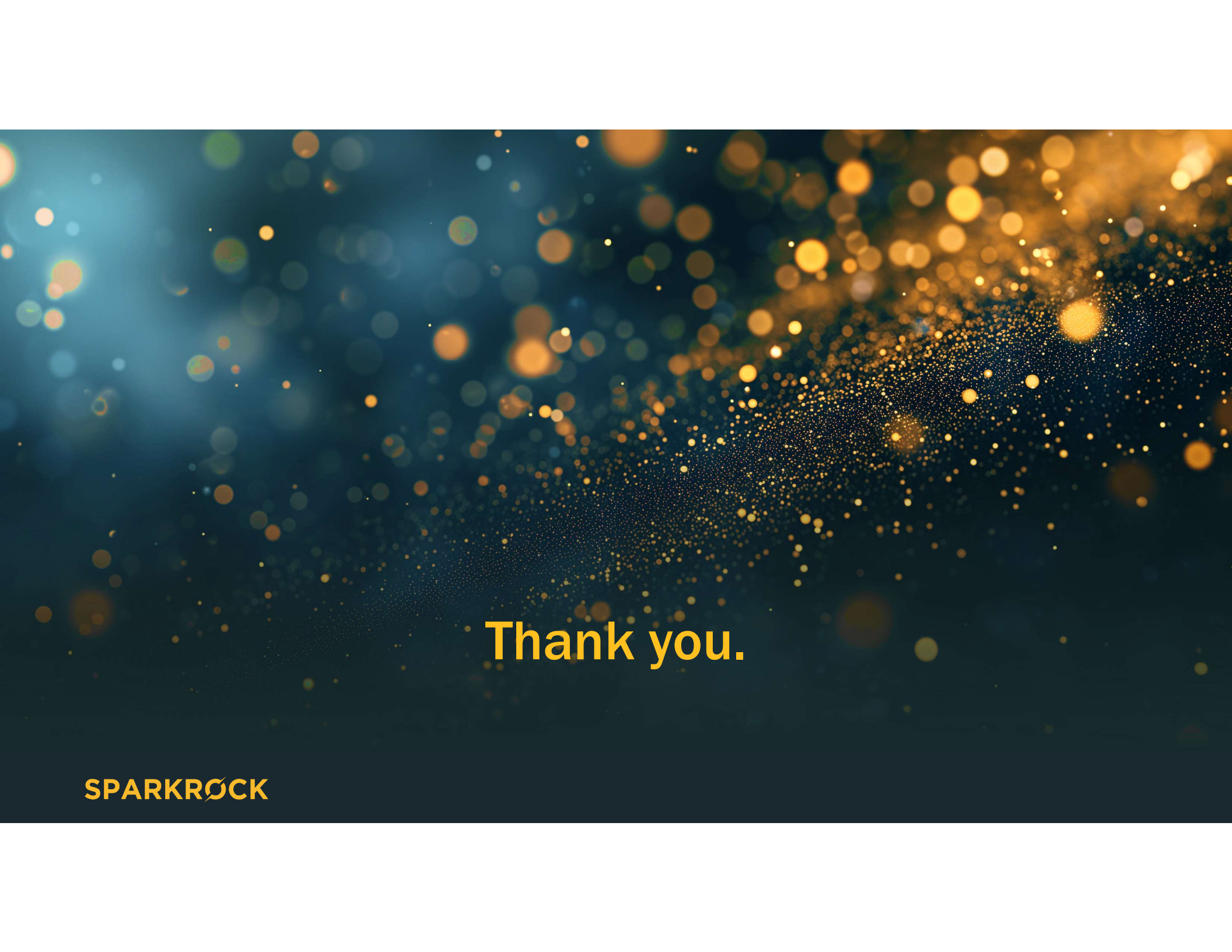
Confidence that lasts beyond go-live



The goal is not completion certificates — it is demonstrated improvement in system outcomes that district leaders can see in their own dashboards.



QUESTIONS

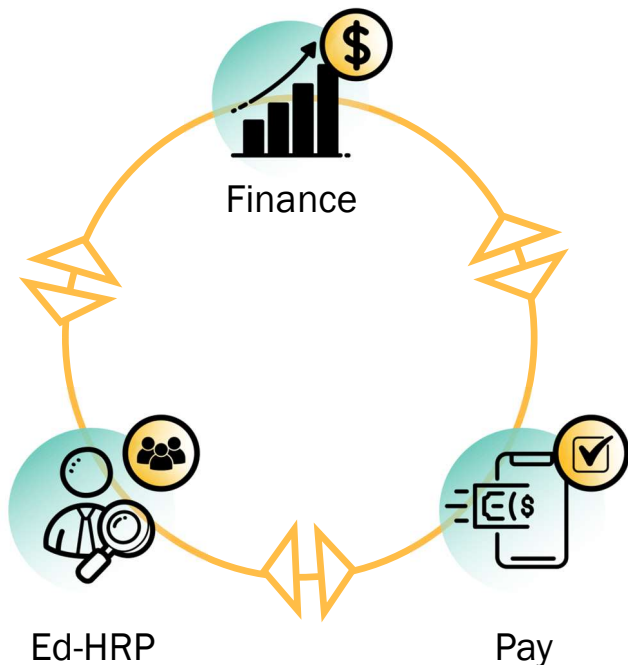
The background of the slide is a dark blue gradient filled with numerous out-of-focus light spots, known as bokeh. These spots vary in size and color, with a mix of cool blue and teal tones on the left and warmer orange and yellow tones on the right, creating a sense of depth and light. The overall effect is reminiscent of a starry night sky or a microscopic view of light particles.

Thank you.

SPARKRÖCK

Theme: Enable Connected Experiences

Deepen 'Better Together' Value Prop across Finance, Ed-HRP & Pay



Simplified Operations

Automated data exchange & cross-product workflows across Finance & Ed-HRP

- Unified User Provisioning
- Payroll GL Accounts Sync
- Employee Vendor Sync
- Payroll Liabilities to AP

Seamless Third-Party Integrations

- Finance APIs updates with 3P systems (e.g., budgeting tools)
- Pay integration with 3P Payment Processing Systems (e.g., Chase, Worldline)
- Pay integration with SIS