



Marci Trahan

Next Level Client Services Consultant

nextlevel@f3law.com



What can I solve for you?

I bring decades of knowledge and experience to help you navigate your HR and other educational challenges with compassion, clarity, and actionable solutions. By assessing your current landscape and understanding your unique perspective and approach, I tailor my services and provide strategies and resources to fit your specific needs and empower you to resolve your immediate issues and achieve your long-term objectives.

What's it like to work with me?

When you work with me, you get a partner who takes the time to understand your needs. I bring experience, empathy, and practical strategies and resources to help you tackle your HR challenges while keeping the “human” in human resources. I will also help you navigate any other educational issues with confidence, and if I’m unable to help, I will connect you with someone who can. My goal is to offer support that provides you with clear, workable solutions that reflect your district’s mission and values, strengthen your systems, and always keep your students at the center.

Overview

Marci Trahan brings 36 years of educational experience and a commitment to “help anyone in education in any way they need.” Having served as a teacher, assistant principal, principal, director, assistant superintendent, and superintendent (and as a parent), Marci has a deep understanding of how every role within a school and district functions. This unique perspective allows her to build trust, foster collaboration, and help districts work more efficiently to make a meaningful impact.



Passionate about HR and guided by the belief that employees are a district's greatest resource, Marci partners with clients to strengthen HR practices and address immediate and long-term needs. She frequently supports her clients by conducting organizational audits as well as providing specific guidance in challenging personnel matters, enrollment trends and staffing allocations, recruitment and retention strategies, employee relations and contract management, compliance with state and federal regulations, and the review and development of job descriptions, communications, and forms and letters. Marci's goal is to help clients resolve pressing issues, strengthen HR systems, and remove barriers to student and staff success—all while ensuring fiscal solvency.

Beyond HR, Marci's experience extends to the broader challenges that districts face. She advises on issues that intersect between school site and district office operations, including budget management, student support and wellness, emergency preparedness protocols, and education partner and board relations. Her comprehensive, equity-focused approach helps districts align their operations to create more inclusive and effective learning environments.

After School

Since retiring from being a full-time Superintendent, I stay active by reading while on my Peloton, hiking, swimming, boating, and learning to play pickleball and, at the same time, teaching others how to play. I also am enjoying reconnecting with friends (and my husband), caring for my mom, visiting my grown children, and playing with my three labradors, cat, and grandcats. With more time to nurture my creative side, I am hoping to explore wood and cement artistry.

Education

Related Services

- Next Level Client Services

Related Clients

- Public Education K-12