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## Loudermill Hearing

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### What is a “Loudermill Hearing?”

Each employee within a public school entity is entitled to a “Loudermill Hearing” before a decision is made to discharge that employee. That hearing is essentially an opportunity for the employee to hear the charges of misconduct that are alleged against him/her and to respond to those charges. This “hearing” does not need to be formal with presentation of witnesses. It simply needs to give the employee the opportunity noted above. The right to this notice and opportunity to respond is a due process right recognized in the United States Constitution by the courts. A failure to provide this minimal due process could invalidate an otherwise valid dismissal.

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