

CLOSED MEETINGS

- A. The School Board or any committee thereof may hold closed meetings as appropriate for the purposes authorized under the Virginia Freedom of Information Act, Va. Code § 2.2-3700 et seq., to discuss matters including but not limited to the following:
1. Discussion, consideration or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining or resignation of specific public officers, appointees or employees of the School Board; and evaluation of performance of departments or individual schools where such evaluation will necessarily involve discussion of the performance of specific individuals. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the teacher and some student and the student involved in the matter is present, provided the teacher makes a written request to be present to the chairman or other presiding officer of the School Board. [The School Board will not discuss the compensation of Board members in closed session.](#)
 2. Discussion or consideration of admission or disciplinary matters or any other matters that would involve the disclosure of information contained in an education record concerning any student in Albemarle County Schools. However, any such student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall be permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if such student, parents or guardians so request in writing and such request is submitted to the chairman or other presiding officer of the School Board.
 3. Discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the School Board or other public body.
 4. The protection of the privacy of individuals in personal matters not related to public business.
 5. Discussion concerning a prospective business or industry or the expansion of an existing business or industry where no previous announcement has been made of the business' or industry's interest in locating or expanding its facilities in the community.
 6. Discussion or consideration of the investment of public funds where competition or bargaining is involved, where if made public initially, the financial interest of the School Board would be adversely affected.

7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the School Board; and consultation with legal counsel employed or retained by the School Board regarding specific legal matters requiring the provision of legal advice by such counsel. For the purposes of this subsection, "*probable litigation*" means litigation that has been specifically threatened or on which the School Board or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. The closure of a meeting is not permitted merely because an attorney representing the School Board is in attendance or is consulted on a matter.
8. Discussion or consideration of honorary degrees or special awards.
9. Discussion or consideration of tests or examinations or other records excluded from public disclosure pursuant to Va. Code §2.2-3705.1.
10. Discussion of strategy with respect to the negotiation of a hazardous waste siting agreement or to consider the terms, conditions, and provisions of a hazardous waste siting agreement if the School Board in open meeting finds that an open meeting will have an adverse effect upon the negotiating position of the School Board or the establishment of the terms, conditions and provisions of the siting agreement, or both. All discussions with the applicant or its representatives may be conducted in a closed meeting.
11. Discussion or consideration of medical and mental health records excluded from disclosure under Va. Code § 2.2-3705.5.
12. Discussion of plans to protect public safety as it relates to terrorist activity or specific cyber security threats or vulnerabilities and briefings by staff members, legal counsel, or law-enforcement or emergency service officials concerning actions taken to respond to such matters or a related threat to public safety; discussion of [information records](#) excluded from mandatory disclosure pursuant to subdivision 3 or 4 of Va. Code § 2.2-3705.2 where discussion in an open meeting would jeopardize the safety of any person or the security of any facility, building, structure, information technology system or software program; or discussion of reports or plans related to the security of any School Board facility, building or structure, or the safety or persons using such facility, building or structure.
13. Discussion or consideration of [information records](#) excluded from mandatory disclosure pursuant to subdivision 11 of Va. Code § 2.2-3705.6 (the Public Private Education Facilities and Infrastructure Act) by the School Board or any independent review panel appointed to review information and advise the School Board concerning such [information records](#).
14. Discussion of the award of a public contract involving the expenditure of public funds, including interviews of bidders or offerors, and discussion of the terms or

scope of such contract, where discussion in an open session would adversely affect the bargaining position or negotiating strategy of the School Board.

- B. It shall be the policy of the School Board to treat all matters discussed in a closed meeting in the strictest confidence, including but not limited to matters involving individual students in disciplinary cases and personnel matters involving identifiable employees of the School Board. Except where required by law, confidential information involving students or employees discussed in closed meetings shall not be publicly released or disseminated by individual School Board members except as specifically authorized by majority vote of the School Board. However, nothing in this policy shall be construed to limit rights protected under federal or state laws regarding freedom of expression or freedom of speech.
- C. No resolution, rule, contract, regulation or motion adopted, passed, or agreed to in a closed meeting shall become effective unless the School Board, following the meeting, reconvenes in open meeting and takes a vote of the membership on such resolution, rule, contract, regulation or motion which shall have its substance reasonably identified in the open meeting.
- D. The School Board or any committee thereof may permit nonmembers to attend a closed meeting of the Board or committee if such persons are deemed necessary or if their presence will reasonably aid the Board or committee in its consideration of a topic which is a subject of the meeting.
- E. School Board members may attend closed meetings held by any committee or subcommittee of the Board, or a closed meeting of any entity, however designated, created to perform the delegated functions of or to advise the Board. School Board members shall in all cases be permitted to observe the closed meeting of the committee, subcommittee or entity. In addition to the requirements of Va. Code § 2.2-3707, the minutes of the committee or other entity shall include the identity of the School Board members who attended the closed meeting.

Approved: June 13, 2002
Amended: December 11, 2003; October 22, 2009; September 26, 2013; August 27, 2015

Legal Ref.: Code of Virginia, 1950, as amended, §§2.2-3711, 2.2-3712