



COUNSEL

Wade T. Anderson

RICHMOND, VIRGINIA

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(804) 783-7232

Practices

Government

Labor & Employment

Industries

Government

Schools & Education

EDUCATION

University of Richmond School of Law, J.D., 2002

The George Washington University, M.A., 1997

High Point University, B.A., 1994

ADMISSIONS

Virginia

U. S. Court of Appeals for the Fourth Circuit

U. S. District Court for the Eastern District of Virginia

U. S. District Court for the Western District of Virginia

Wade Anderson is a committed legal professional who brings deep experience assisting governments and school boards with complex legal matters.

Before joining Sands Anderson, Wade served as in-house counsel to Henrico County Public Schools, a school division with 50,000 students and nearly 7,000 full-time employees. He also previously served as an attorney in Roanoke, Virginia, where he represented insurers and individuals in the defense of civil litigation cases throughout Virginia. Today, Wade applies his knowledge to help clients thoughtfully navigate complex legal landscapes — so they can come out ahead.

Wade enjoys working directly with school administrators, educators, and board members as he advises and guides them on various legal issues. He has experience supporting school divisions on a wide array of employment matters. As such, he's well versed in the following areas:

- Board governance
- Board policies
- The Virginia Freedom of Information Act
- Data privacy

In addition, Wade has litigated cases involving:

- Employment
- Civil rights claims under 42 U.S.C. 1983
- Tort defense
- Insurance coverage

No matter the client he serves, Wade helps them address everything from the effects of legislative policies to operational nuances. His goal is to provide valuable insight that help each client find legal clarity. To do so, Wade communicates clearly, works efficiently, and supports them with practical advice.

RECOGNITION

“Rising Star” Designee, Super Lawyers Magazine, 2011

Young Lawyer of the Year, Roanoke Bar Association Young Lawyer, 2009

Third Place, The Robert R. Merhige, Jr. National Environmental Negotiation Competition

First Place, University of Richmond Negotiation Competition

First Place, Harry L. Carrico Moot Court for Appellate Advocacy

COMMUNITY SERVICE

Henrico Education Foundation, Board Member

PROFESSIONAL HIGHLIGHTS

- Has served as a law clerk on every appellate court in Virginia, including The United States Court of Appeals for the Fourth Circuit, the Supreme Court of Virginia, and the Virginia Court of Appeals
- Represented clients at every level of Virginia trial and appellate courts, including drafting briefs and presenting oral arguments
- Served as court-appointed counsel in the United States Court of Appeals for the Fourth Circuit
- Served as Editor, Notes & Comments, University of Richmond Law Review

PROFESSIONAL AFFILIATIONS

Local Government Attorneys of Virginia (LGA), Amicus Committee Member, Nominating Committee Member, Member 2013 – Present

VSBA Council of School Attorneys (COSA), Immediate-Past President, 2018 – 2019

Board of Governors, Virginia State Bar Local Government Section, 2020 - Present