

Case 11: Why are Jordy and Gia paid different rates?

Content note

This case explains general rules. It is not legal advice for your situation.

Overview

Students read a story in which Jordy and Gia work the same Saturday event. Jordy is paid \$16.50 an hour, and Gia is paid \$18.00. They compare the pay statements and the crew schedule, which lists Gia as shift lead, with federal pages on pay discrimination and on discussing wages. They then draft Jordy’s message to the supervisor asking how the rates were set.

Before this case

Students should already be able to:

- find a number or a word in a short document
- tell what a document says from what they guess
- write a complete question

Objectives

Students will be able to:

- compare two workers’ hours, duties, titles and rates in a chart
- name one fair reason and one unfair reason that could explain a pay difference
- write one respectful question that asks for the reason instead of guessing it

Materials

- This chapter, one copy per student
- Evidence A, B and C, one set per pair
- A blank four-column chart: duties, hours, title, rate

The task in this edition

Task: Make a side-by-side chart of Jordy’s and Gia’s work, then write one question Jordy could ask.

Students make: Chart plus a one-sentence question

Pacing

Opener (page 177): 5 min. Short on time: 5 min.

Key terms (pages 178 and 179): 6 min. Short on time: 3 min. Read the key terms aloud. Skip Who is involved.

Look at the evidence (page 182): 10 min. Short on time: 10 min.

Look at the evidence (page 183): 5 min. Short on time: 5 min.

Key idea (pages 184 and 185): 6 min. Short on time: 2 min. Read the first paragraph of the key idea aloud. Skip the code of ethics.

Sort the evidence (page 186): 8 min. Short on time: 3 min. Do the first row together and stop.

Practice (page 187): 6 min. Short on time: skip.

Pacing, continued

Your task (pages 188 and 189): 12 min. Short on time: 12 min.

Check your work (pages 190 and 191): 5 min. Short on time: skip. Score the questions yourself with the rubric.

Questions to discuss (pages 192 and 193): 8 min. Short on time: 5 min. Use question 2 as an exit ticket.

Talk about this case at home (page 194): at home.

Periods: full chapter 71 minutes; one period 45 minutes.

Standards

RI.6.1 Use evidence from the text to support what it says directly and what you can infer from it.

W.6.2 Write an informative text that explains a topic by choosing, organizing and analyzing relevant information.

W.6.5 With help from peers and adults, strengthen writing by planning, revising, editing or rewriting.

SL.6.1.c Ask and answer specific questions with details that add to the discussion.

SL.6.1.d Review the main ideas of a discussion and show you understand other views by reflecting and paraphrasing.

Case 11 plan, continued

Standards, continued

RI.7.1 Use several pieces of evidence from the text to support what it says directly and what you can infer.

W.7.2 Write an informative text that explains a topic by choosing, organizing and analyzing relevant information.

W.7.5 With help from peers and adults, strengthen writing by planning and revising, focusing on purpose and audience.

SL.7.1.c Ask questions that draw out more detail, and respond with relevant ideas that bring the discussion back on topic.

SL.7.1.d Take in new information from others and change your view when the evidence calls for it.

RI.8.1 Use the evidence that most strongly supports your analysis of what a text says and implies.

W.8.2 Write an informative text that explains a topic by choosing, organizing and analyzing relevant information.

W.8.5 With help from peers and adults, strengthen writing by planning and revising, focusing on purpose and audience.

SL.8.1.c Ask questions that connect several speakers' ideas, and respond with relevant evidence and observations.

Standards, continued

SL.8.1.d Take in new information from others and qualify or defend your view based on the evidence.

Codes of ethics

- **SHRM Code of Ethics:** Fairness and Justice
- **SHRM Code of Ethics:** Use of Information
- **IABC Code of Ethics for Professional Communicators:** "I protect confidential information"

Heat map

- ■ □ **Opener (page 177):** Medium
- □ □ **Key terms (pages 178 and 179):** Low
- □ □ **Look at the evidence (page 182):** Low
- □ □ **Look at the evidence (page 183):** Low
- □ □ **Key idea (pages 184 and 185):** Low
- □ □ **Sort the evidence (page 186):** Low
- ■ □ **Practice (page 187):** Medium
- □ □ **Your task (pages 188 and 189):** Low
- □ □ **Check your work (pages 190 and 191):** Low

Try it at your school

Know how pay decisions are made where you work.

- Ask for your pay rate and how it's set in writing when you start a job
- Keep your own record of hours and duties

Try it at your school, continued

- Talk with a trusted adult or counselor if something seems off
- Look up your state labor department's pay-equity page

Who to ask: Supervisor or HR, school counselor, state labor department, the EEOC's public information line

Safety: Don't share coworkers' pay information without their permission. Deadlines apply to formal complaints, so ask a qualified adviser early if you think there's a legal issue.

Sources

- NPR, "The U.S. national women's soccer team wins \$24 million in equal pay settlement," February 22, 2022
- NPR, "Federal Judge Dismisses U.S. Women's Soccer Team's Equal Pay Claim," May 2, 2020
- U.S. Equal Employment Opportunity Commission (EEOC), "Pay Discrimination," No date listed
- National Labor Relations Board (NLRB), "Your Right to Discuss Wages," No date listed

Case 11: Why are Jordy and Gia paid different rates?

Jordy and Gia worked the same Saturday event, but Gia's pay rate is \$1.50 an hour higher, and Jordy wants to know why.

On your own Read What happened. Underline the two pay rates and the job title on the schedule. About 5 minutes.



Mateo attaches an arrival notice at the Common Room entrance. Gia points to the doorway, and Jordy checks what a visitor will see.

Your role: You're the one who lines up both shifts side by side before Jordy writes to Dana. **New skill:** Compare two cases on the same terms.

What happened

Jordy and Gia work event shifts for the same company. They both worked a Saturday event from 3 to 11 p.m. Both helped with setup and closing, and Jordy also ran the caption and audio check.

They were paid the following Friday. On Sunday afternoon, Jordy and Gia compare pay statements. Jordy's lists eight hours at \$16.50 an hour. Gia's lists \$18.00 an hour for the same event.

The crew schedule lists Gia as "shift lead," but it does not say what that job includes. That day, Gia opened up and handled one guest issue. She does not know if that explains the \$1.50 difference. Gia is fine with Jordy knowing her rate. But she does not want her statement posted.

Jordy wants to ask Dana, the supervisor, how rates are set. Jordy will not post anything before Dana answers.

Your question: Why is Gia paid more than Jordy for the same event, and how should Jordy ask about it?

⌚ Pacing

Full chapter: 5 min.

✂ Short on time: 5 min.

💬 Say this

"Two friends, same event, same hours, different pay. What is your first reaction?" — Hear three answers. Write them on the board without judging them.

👁 Watch for

Misconception: Students decide the gap proves discrimination. **Listen for:** "That's illegal." **Then:** Ask what else could explain \$1.50. Add "shift lead" to the board.

📄 Support

- Read What happened aloud. Pause after each pay rate so students can underline it.

🔥 Heat check

■ ■ □ **Medium.** Students may connect the gap to Jordy's identity or share a family member's pay.

Cool-down: Say: "We only know what the documents show." Nobody needs to share their own pay or a family member's.

Key terms

On your own Read each key term and its example. Then write your first guess about the pay difference. About 6 minutes.

Compensation Compensation is all the pay and benefits a worker receives, including hourly rates, bonuses and overtime.

En español: compensación

In this case: Jordy's statement shows eight hours at \$16.50 an hour, and Gia's shows \$18.00. The statements show the rates but not how they were set.

Equal Pay Act The Equal Pay Act is a federal law from 1963 that requires equal pay for men and women who do equal work.

En español: Ley de Igualdad Salarial

In this case: The Equal Pay Act covers pay differences based on sex, not every difference. Different job duties, such as a real shift-lead role, can be a lawful reason.

Title VII Title VII is part of the Civil Rights Act of 1964. It bans job discrimination based on race, color, religion, sex or national origin.

En español: Título VII

In this case: Title VII covers pay decisions based on race, color, religion, sex or national origin. No document shows how Jordy's rate was set.

Who is involved



Jordy

Worked setup through close

"Three to eleven, setup to close, and I ran the caption and audio check. \$16.50 an hour. Gia's says \$18.00."



Gia

Listed as shift lead

"I only found out I make more because Jordy showed me theirs. The schedule calls me shift lead. Nobody told me what that pays for."

⌚ Pacing

Full chapter: 6 min.

✂ Short on time: 3 min. Read the key terms aloud. Skip Who is involved.

💬 Say this

"Compensation is more than the hourly rate. What else could count?" — Listen for overtime, bonuses and benefits.

👁 Watch for

Misconception: Students think the Equal Pay Act covers every pay difference. **Listen for:** "Any pay gap breaks the Equal Pay Act." **Then:** Reread the definition. The law is about men and women doing substantially equal work.

📄 Support

- Preteach "rate" and "gross pay" with Jordy's statement: $8 \text{ hours} \times \$16.50 = \132.00 .
- **Cognates:** compensation (compensación), discrimination (discriminación), supervisor (supervisor), evidence (evidencia), criteria (criterios), difference (diferencia), information (información), private (privado), legitimate (legítimo).

🌡 Heat check

■□□ Low.

🔑 Answer key

Any first guess is fine. Students return to it on the My take page.

Your first guess

Before you look at the evidence, why do you think Gia is paid more than Jordy?

I think Gia is paid more because ____.

✎ I think Gia is paid more because she is the shift lead.

Notes

This page continues page 178. The notes for both pages are on the sheet for page 178.

Reading passage

Same event, different rate

On your own Read the passage. At each Stop and think box, pause and answer the question in your head or with a partner. About 5 minutes.

Words to know

- **Compensation:** Compensation is all the pay and benefits a worker receives, including hourly rates, bonuses and overtime.
- **Equal Pay Act:** The Equal Pay Act is a federal law from 1963 that requires equal pay for men and women who do equal work.
- **Title VII:** Title VII is part of the Civil Rights Act of 1964. It bans job discrimination based on race, color, religion, sex or national origin.
- **Gross pay:** Gross pay is the money you earn before any taxes or other deductions are taken out.

The story: Comparing pay statements

Jordy and Gia work event shifts for the same company. Last Saturday, they both worked an event from 3 to 11 p.m. Both helped set up and close. Jordy also ran the caption and audio check.

On Sunday afternoon, they compare pay statements. Jordy's says eight hours at \$16.50 an hour. Gia's says \$18.00 an hour for the same event. "Wait what," Gia texts. "Is it because I'm shift lead?"

The crew schedule does list Gia as "shift lead." But it never says what that job includes. That day, Gia opened up and handled one guest issue. She honestly does not know if that explains the \$1.50 difference.

Jordy wants to ask Dana, the supervisor, how rates are set. Jordy will not post anything before Dana answers. Your role is to line up both shifts side by side before Jordy writes to Dana.

Stop and think. What facts are the same for Jordy and Gia, and what facts are different?

Lining up the facts

In Case 5, you read a pay statement line by line. You learned that **gross pay** is the money you earn before any taxes or other deductions are taken out. Jordy's gross pay for the event is \$132.00, which is 8 hours times \$16.50.

⌚ Pacing

Reading: about 5 min (441 words). Short on time: read it aloud together, pausing at each Stop and think.

❓ Stop and think

1. **After “The story: Comparing pay statements”:** What facts are the same for Jordy and Gia, and what facts are different?
2. **After “Lining up the facts”:** What could explain the \$1.50 difference?
3. **After “The laws and a famous pay fight”:** Why does Jordy want Dana's answer before posting anything?

Lining up the facts, continued

Now compare the two jobs on the same terms. The hours match. Setup and closing match. Jordy did the caption and audio check. Gia had the shift lead title, opened up and handled one guest issue.

Compensation is all the pay and benefits a worker receives, including hourly rates, bonuses and overtime. A job title, extra duties or more experience can explain a pay difference. So can a mistake. The statements show the rates. They do not show how the rates were set.

In Case 10, you learned to take a question to the office responsible. Here, that is Dana. Jordy's message can say what Jordy knows for sure: the hours, the duties and Jordy's own rate. Then it can ask one clear question: what does "shift lead" include, and how are rates set?

Gia is fine with Jordy knowing her rate. But she does not want her statement posted anywhere. That choice belongs to Gia, and posting Jordy's own pay is Jordy's choice.

 **Stop and think.** What could explain the \$1.50 difference?

The laws and a famous pay fight

Two federal laws limit how employers set pay. The **Equal Pay Act** is a federal law from 1963 that requires equal pay for men and women who do equal work. **Title VII** is part of the Civil Rights Act of 1964. It bans job discrimination based on race, color, religion, sex or national origin.

In 2022, the U.S. women's national soccer team won a \$24 million settlement in its equal pay fight (NPR, February 22, 2022). The whole fight turned on what to compare. Jordy's question starts the same way.

 **Stop and think.** Why does Jordy want Dana's answer before posting anything?

Sources

Real source | NPR | February 22, 2022

The U.S. national women's soccer team wins \$24 million in equal pay settlement

This page continues page 180. The notes for both pages are on the sheet for page 180.

Look at the evidence

On your own Read each document. For each one, fill in both boxes. About 10 minutes.

Evidence A | Pay statement

Jordy's pay statement

Event crew, Saturday. Hours: 8.0 at \$16.50. Gross pay for the event: \$132.00.

Look closely: Multiply the hours by the rate. Does it match the gross pay?

What it shows

➤ Jordy worked 8 hours at \$16.50 an hour and earned \$132.00.

One question I still have

➤ How did the company decide Jordy's rate?

Evidence B | Work schedule

The crew schedule

Saturday event, 3:00—11:00 p.m. Crew: Gia (shift lead), Jordy and two other crew members. Setup, 3:00—5:00: all crew. Caption and audio check: Jordy. Closing, 10:00—11:00: all crew.

Look closely: Circle "shift lead." Does the schedule say what that job includes?

What it shows

➤ Gia is shift lead. All crew did setup and closing. Jordy did the caption and audio check.

One question I still have

➤ What does a shift lead do?

⌚ Pacing

Full chapter: 10 min.

✂ Short on time: 10 min.

💬 Say this

"Put your finger on "shift lead." What would you need to know about that title?" — Wait for "what the job includes" and "whether it pays more."

👁 Watch for

Misconception: Students treat Gia's pay statement as Jordy's to share. **Listen for:** "Jordy can show everyone Gia's statement." **Then:** Point to Evidence C. Gia agreed to let Jordy know her rate, not to post her statement.

📄 Support

- Give students a four-column table: duties, hours, title, rate.
- Read the text messages aloud with two voices.
- **Cognates:** compensation (compensación), discrimination (discriminación), supervisor (supervisor), evidence (evidencia), criteria (criterios), difference (diferencia), information (información), private (privado), legitimate (legítimo).

🔗 Stretch

- Ask which duty on the schedule belongs only to Jordy, and whether it could matter as much as shift lead.

🔥 Heat check

■□□ Low.

Look at the evidence, continued

Evidence C | Text messages

Jordy and Gia compare notes

Sunday, 1:15 p.m.

Gia: I'm fine with you knowing my rate. I just don't want my statement posted anywhere.

Jordy: Got it. Did you do anything different as shift lead?

Gia: I opened up and handled one guest issue. Honestly, I don't know if that's why. Let's ask Dana.

Look closely: What does Gia agree to share, and what does she ask Jordy not to do?

What it shows

🔍 Gia is fine with Jordy knowing her rate. She opened up and handled a guest issue.

One question I still have

🔍 Does opening up and one guest issue explain the \$1.50?

What is still missing from the evidence?

🔍 We don't know what a shift lead is supposed to do, how the company sets pay, or what the other crew members earn.

🕒 Pacing

Full chapter: 5 min.

✂ Short on time: 5 min.

💬 Say this

“Put your finger on “shift lead.” What would you need to know about that title?” — Wait for “what the job includes” and “whether it pays more.”

👁 Watch for

Misconception: Students treat Gia's pay statement as Jordy's to share. **Listen for:** “Jordy can show everyone Gia's statement.” **Then:** Point to Evidence C. Gia agreed to let Jordy know her rate, not to post her statement.

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🔗 Stretch

- Ask which duty on the schedule belongs only to Jordy, and whether it could matter as much as shift lead.

🔥 Heat check

■□□ Low.

Key idea: equal pay

On your own Read the key idea and the code of ethics. Then answer the question in the box. About 6 minutes.

Before you can say why Jordy is paid less, you need to know what each job included. **Compensation** is all the pay and benefits a worker receives, including hourly rates, bonuses and overtime. A job title, extra duties or more experience can explain a pay difference. So can a mistake. The pay statements show the rates, but they do not show how the rates were set.

Federal laws limit the reasons an employer can use to set pay. The **Equal Pay Act** is a federal law from 1963 that requires equal pay for men and women who do equal work. **Title VII** is part of the Civil Rights Act of 1964. It bans job discrimination based on race, color, religion, sex or national origin. Both laws apply to covered employers, and the Equal Employment Opportunity Commission (EEOC) enforces them. A legitimate reason, such as different job duties, can lawfully explain a pay difference.

Talking about pay is protected too. The National Labor Relations Board (NLRB) says most private-sector workers have a right to discuss pay with coworkers. That right holds with or without a union. It does not make Gia's pay statement Jordy's to share. Jordy can ask Dana how rates are set without naming Gia's rate.

Professional standards

Real source | Society for Human Resource Management (SHRM)

SHRM Code of Ethics: Fairness and Justice

"Develop, administer, and advocate policies and procedures that foster fair, consistent and equitable treatment for all."

In plain words: HR professionals who belong to SHRM agree to use workplace policies that treat workers fairly and consistently.

Question: The schedule lists Gia as shift lead. What written policy would show whether that title explains the higher rate?

Your answer

Jordy would need a written ___ that says ___.

🔗 Jordy would need a written job description that says what a shift lead does and what it pays.

⌚ Pacing

Full chapter: 6 min.

✂ Short on time: 2 min. Read the first paragraph of the key idea aloud. Skip the code of ethics.

💬 Say this

"The Equal Pay Act and Title VII limit the reasons for a pay gap. Which reason could be lawful here?" — Wait for "different job duties."

"The SHRM code asks for fair, consistent policies. What written policy would help Jordy?" — Accept "a job description" or "a pay chart."

👁 Watch for

Misconception: Students treat the SHRM code as a law.

Listen for: "The company broke the SHRM code, so it's illegal." **Then:** Say: "SHRM's code binds its members, who are HR professionals. The laws here are the Equal Pay Act and Title VII."

📄 Support

- Read the code quotation aloud. Point out its label: a quotation from a real source.

🔗 Stretch

- Use the second SHRM card: what should a complete answer from Dana include?

🔥 Heat check

■□□ Low.

A real 'same work, different pay' dispute that ended in a settlement and a promise of equal rates.



Why the claim was first dismissed: the judge compared how the contracts were structured. What you compare shapes the answer.

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

This page continues page 184. The notes for both pages are on the sheet for page 184.

Sort the evidence

On your own Line up the accounts in the diagram. Then name one view that is missing. About 8 minutes.

Line up the accounts. Where do they agree, where do they differ, and which difference could be a legitimate factor? What would you need to find out before calling it unfair?

Account 1

Jordy's record: 8 hours, setup, caption and audio check, closing, \$16.50

Account 2

Gia's account: same hours, setup and closing, opened up and handled one guest issue, \$18.00

Account 3

The schedule: Gia listed as shift lead, with no description of the role

Where they agree

Both worked the same event, the same hours, and setup and closing.

Where they differ

Title and rate: shift lead at \$18.00 versus crew at \$16.50

Check: Ask the supervisor how rates are set and what the shift-lead role requires

Whose perspective is missing?

Whose view is missing from these documents? What would you ask them?

The view that is missing is _____. I would ask _____.

Dana's view is missing. I would ask Dana what a shift lead does and how pay is set.

Pacing

Full chapter: 8 min.

✂ Short on time: 3 min. Do the first row together and stop.

Say this

“Line up Jordy's record, Gia's account and the schedule. Where do they agree?” — Model the first link together: both worked setup and closing.

Watch for

Misconception: Students mark the title as proof that the pay is fair. **Listen for:** “She's shift lead, so it's fine.” **Then:** Ask what the schedule says shift lead includes. It says nothing. The title leaves the question open.

Support

- Let students write A (agrees), D (differs) or ? (leaves open) before writing sentences.

Heat check

Low.

Practice: choose a response

On your own Choose what Jordy should do first and explain why. Then fix the two marked lines.
About 6 minutes.

Jordy's statement shows \$16.50 an hour. Gia's shows \$18.00 for the same Saturday event, and the schedule lists her as "shift lead." What should Jordy do first?

- ☐ A Tell the rest of the crew that Gia is paid more for the same work.
- ☒ B Compare what each of them did, find out what "shift lead" means and ask Dana how rates are set.
- ☐ C Let it go, because an employer can set any pay rate it chooses.

Why I chose it

➤ B. Jordy finds out what "shift lead" means before blaming anyone. It also keeps Gia's statement private.

Improve a draft

A student's first draft

Hi, I found out Gia makes more than me and we did the exact same work so ① this is discrimination. I know it's because of who I am. I want the same rate as her starting now or I'm going to post about it everywhere so people know how this company treats workers. ② I have her pay stub as proof. I've worked here longer than some people and I always show up on time. Let me know by tomorrow. Jordy

Rewrite each marked phrase so it says only what the evidence supports.

Rewrite phrase 1

➤ I want to know why my rate is lower.

Rewrite phrase 2

➤ My own statement shows \$16.50 an hour for the same event.

⌚ Pacing

Full chapter: 6 min.

✂ Short on time: skip this page.

💬 Say this

"Jordy has just seen Gia's rate. What should Jordy do first?"
— Hold a quick vote before any discussion.

👁 Watch for

Misconception: Students choose C because employers can pay what they want. **Listen for:** "It's their company, they decide." **Then:** Ask what the key idea says. Employers set rates, but federal laws limit the reasons.

📖 Support

- Read the options aloud before students choose.

🔥 Heat check

■ ■ □ **Medium.** Students may share their own pay or a boss's treatment.

Cool-down: Return to Jordy: "What does Jordy know for sure?" No one needs to describe their own job.

➤ Answer key

A revised version: Hi Dana, I have a question about my pay rate for the Saturday event. I worked setup and closing, from 3 to 11 p.m., and ran the caption and audio check. My statement shows \$16.50 an hour. I understand another worker on the same shift was paid a higher rate. Could you explain how rates are set for event crew, including what the shift-lead role involves and how someone qualifies? If there are criteria I haven't met, I'd like to know what they are. I'd appreciate a reply this week. Thanks, Jordy

Grades 6—8

Your task

On your own Read the steps. Fill in the planner boxes before you start your draft.

Make a side-by-side chart of Jordy's and Gia's work, then write one question Jordy could ask.

Use: The two statements and the event schedule.

You'll make: Chart plus a one-sentence question

Time: 45 minutes

- 1 Read Jordy's pay statement in Evidence A. Circle the hours and the rate.
- 2 Read the schedule in Evidence B. Underline each person's job title and duties.
- 3 Fill in the chart for Jordy and for Gia: duties, hours, title and rate.
- 4 Circle the row where Jordy and Gia are different.
- 5 Write one question for Dana in the Your draft box. Do not guess the reason.

Show it your way

Write it: Write one question under your chart with the frame "Both __. But __. I want to ask __."

Say it: Tell a partner one way Jordy's and Gia's work was the same and one way it might have been different, then say Jordy's question aloud.

Show it: Complete the side-by-side chart with icons for duties, hours, title and rate, and circle the row that is different.



Prefer typing? Scan to open the online workspace.

Pacing

Full chapter: 12 min.

✂ Short on time: 12 min.

Say this

"Before you write, tell a partner one way their work was the same and one way it was different." — Partner talk first. Then students fill in the chart.

Watch for

Misconception: Questions accuse the company. **Listen for:** "Why are you paying me less because of who I am?" **Then:** Ask which document shows the reason. None does. Ask for the reason instead.

Support

- Comparison table
- Frames: "Both __. But __. I want to ask __."
- Vocabulary: rate, duties, fair, reason
- Partner talk first
- Frame: "Both ___. But ___. I want to ask ___."

Stretch

- Name one reason for the difference that would be fair and one that wouldn't.

Heat check

■□□ Low.

Your task, continued

What is the same for Jordy and Gia

Both ____.

☞ Both worked 3 to 11 p.m. and did setup and closing.

What is different

But ____.

☞ But Gia is shift lead at \$18.00. Jordy gets \$16.50.

Your draft

Jordy's question for Dana

I want to ask ____.

☞ I want to ask Dana how pay rates are set for event crew and what a shift lead does.

Notes

This page continues page 188.

Standards

Common Core, grade 6: RI.6.1; W.6.2; W.6.5; SL.6.1.c; SL.6.1.d.

Common Core, grade 7: RI.7.1; W.7.2; W.7.5; SL.7.1.c; SL.7.1.d.

Common Core, grade 8: RI.8.1; W.8.2; W.8.5; SL.8.1.c; SL.8.1.d.

The Case plan sheet gives each code in plain words.

☞ Answer key

A strong response:

- Compares duties and hours accurately
- Asks a specific question
- Doesn't assume the cause
- Respects Jordy's privacy

What to notice in the sample:

1. Asks for the reason instead of guessing it.
2. Targets the title on the schedule, the most likely explanation.

Check your work

On your own Answer the Check your work questions and mark your level in each rubric row. Then write one change you made. About 5 minutes.

Does your chart show the hours, duties, title and rate for each person? ☒ Yes ☐ No

Does your question ask for the reason instead of guessing it? ☒ Yes ☐ No

Does your question keep Gia's pay statement private? ☒ Yes ☐ No

How your work is scored

Mark one box in each row.

Skill	Beginning	Developing	Proficient	Advanced
Evidence	☐ Relies on assumption.	☐ Mentions the gap only.	☐ Cites duties, hours and rate.	☐ Cites records and acknowledges what isn't known.
Reasoning	☐ Declares discrimination.	☐ Assumes the reason.	☐ Asks for criteria before concluding.	☐ Identifies possible legitimate factors to test.
Audience & purpose	☐ Threatens or exposes coworkers.	☐ Polite but vague.	☐ Specific question to the right person.	☐ Specific question that protects coworkers' privacy.
Revision	☐ No change.	☐ Tone only.	☐ Replaces conclusion with a question.	☐ Explains how changes protect Jordy and get an answer.

Pacing

Full chapter: 5 min.

 Short on time: skip this page. Skip this page. Score the questions yourself with the rubric.

Say this

“Read your message as Dana. Could you answer it in one reply?” — Partners swap and underline the question.

Watch for

Misconception: Students revise tone only. **Listen for:** “I made it nicer.” **Then:** Point to the Revision row. Ask them to replace a conclusion with a question.

Heat check

 Low.

Answer key

How to assess: The educator checks the chart for accurate duties and hours and the question for specificity, with no assumed cause and no one else's private information.

Proficient looks like:

- **Evidence:** Cites duties, hours and rate.
- **Reasoning:** Asks for criteria before concluding.
- **Audience & purpose:** Specific question to the right person.
- **Revision:** Replaces conclusion with a question.

Check your work, continued

One change I made

I changed ___ because ___.

➤ I changed my question about Gia's pay to a question about how rates are set, because Gia's pay is hers to share.

Notes

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There is a vertical margin line on the left side, creating a narrow left margin. The paper appears to be from a notebook or a standard sheet of stationery.

This page continues page 190. The notes for both pages are on the sheet for page 190.

Questions to discuss

On your own Write a short answer to each question. Then complete each sentence frame below the questions. About 8 minutes.

- 1 What information could explain the \$1.50 difference, and what might challenge that explanation?

➤ The shift-lead title could explain it. But the schedule doesn't say what a shift lead does, and Gia only opened up and handled one guest issue.

- 2 Whose choice is it to make Jordy's pay public, and why?

➤ It is Jordy's choice, because it is Jordy's own pay. Gia's pay is Gia's choice.

- 3 What answer from Dana would satisfy Jordy, and what answer would not?

➤ A clear reason, such as a list of what a shift lead does, would help. An answer with no reason would not.

My take

I think Jordy should ___ because ____.

➤ I think Jordy should ask Dana what a shift lead does because the schedule doesn't say.

The evidence that changed my first guess is ____.

➤ The text messages changed my guess. Gia only opened up and handled one guest issue.

⌚ Pacing

Full chapter: 8 min.

✂ Short on time: 5 min. Use question 2 as an exit ticket.

💬 Say this

“Answer with a detail from a document, not a guess about the company.” — Hear one answer per question, then ask who disagrees.

🔗 Stretch

- Draft the pay-policy page the company could share: each role, its duties, its rate and how to qualify.
- Going further: Read the EEOC page on pay discrimination. Which law could apply to Jordy's question? Which facts would you need before saying the law was broken?
- Going further: What might make it hard for a worker like Jordy to ask about pay? Write one sentence that names Jordy's concern without claiming more than Jordy knows.
- Going further: Draw a timeline of the evidence, from the posted schedule to Jordy's question for Dana. Mark each open question on it. Then compare it with your message: which one makes the open questions easier to follow?
- Going further: When you start a job, ask for your pay rate and how it is set, in writing. Keep your own record of hours and duties. If something seems off, talk with a trusted adult or a school counselor.
- Find your state labor department's page on pay equity
- Research the EEOC's filing deadlines and how they vary by state

My take, continued

One question I still have is ___.

One question I still have is what the two other crew members are paid.

Notes

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. On the left side, there is a vertical black line, possibly representing a binding or margin. The paper appears to be part of a notebook or a set of loose-leaf papers.

This page continues page 192.

Heat check

Question 1: Medium. Students may guess that Jordy’s race or gender explains the gap, or bring up a family member’s pay.

Cool-down: Ask which document shows the reason. None does. Sort the ideas into “could be lawful,” “could be unlawful” and “need facts.”

Talk about this case at home

Case 11: Why are Jordy and Gia paid different rates?

In this case, two friends who worked the same event find out one is paid \$1.50 more an hour. Your student compared their records and wrote a respectful message asking a supervisor how pay rates are set.

Questions to talk about

- 1 What questions could someone ask about pay when starting a new job?
- 2 Why might a person want to keep their pay private?
- 3 What makes a question to a boss sound respectful?

Nobody needs to share personal stories or private information to talk about this case.



See the case online.

Case 11 | Talk about this case at home | Grades 6—8 educator edition

🕒 Pacing

At home: this page takes no class time.

💬 Say this

“Bring this page home or read it with someone you trust.”
— Nobody needs to share their own pay or a family member’s pay.