

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:

- summarize what a short document shows
- tell a fact from an assumption
- write a short message for a named reader

Objectives

Students will be able to:

- build a comparison sheet from a pay statement, a schedule and a text exchange
- separate what Jordy knows from what Gia has chosen to share
- write a specific, respectful question to a supervisor using accurate legal vocabulary

Materials

- This chapter, one copy per student
- Evidence A, B and C
- The EEOC Pay Discrimination page, projected or printed
- The case rubric, printed on the Check your work page

The task in this edition

Task: Build a private comparison sheet and draft Jordy’s message to the supervisor.

Students make: Sheet plus a message of 80–120 words

Pacing

Opener (page 201): 5 min. Short on time: 5 min.

Key terms (pages 202 and 203): 5 min. Short on time: skip. Define compensation and Title VII aloud in one minute.

Look at the evidence (page 207): 8 min. Short on time: 8 min.

Look at the evidence (page 208): 4 min. Short on time: 4 min.

Key idea (pages 209 and 210): 8 min. Short on time: 3 min. Read the second paragraph of the key idea aloud. Skip In the news.

Sort the evidence (page 211): 6 min. Short on time: skip.

Pacing, continued

Practice (page 212): 6 min. Short on time: 4 min. Do the choice only. Skip Improve a draft.

Your task (pages 213 and 214): 20 min. Short on time: 20 min.

Check your work (pages 215 and 216): 6 min. Short on time: 3 min. Students answer the Check your work questions only. Score the rubric yourself.

Questions to discuss (pages 217 and 218): 10 min. Short on time: 3 min. Use question 2 as an exit ticket.

Talk about this case at home (page 219): at home.

Periods: full chapter 78 minutes; one period 50 minutes.

Standards

RI.9-10.1 Support an analysis with solid, complete evidence from the text, both for what it states and for what it implies.

W.9-10.2 Write an explanatory text that presents complex ideas and information clearly and accurately.

W.9-10.5 Strengthen writing by planning, revising, editing or rewriting, focusing on what matters most for the purpose and audience.

SL.9-10.1.c Move a discussion forward with questions that connect it to larger ideas, bring others in and test ideas and conclusions.

Case 11 plan, continued

Standards, continued

SL.9-10.1.d Respond to different views, sum up where people agree and disagree, and adjust your view when the evidence calls for it.

D2.Civ.12.9-12 Analyze how people use and challenge laws at different levels to address public issues. In this case: Students analyze how workers use equal-pay laws to address pay issues.

D2.Civ.14.9-12 Analyze past, present and emerging ways of changing society, promoting the common good and protecting rights. In this case: Students analyze historical and contemporary means of protecting rights at work.

D2.His.1.9-12 Evaluate how events were shaped by their time and place and by the wider historical context. In this case: Students evaluate how the U.S. women’s soccer team’s choice of comparison (contract structure and totals, or pay rates) shaped the 2020 ruling and the 2022 settlement.

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 201):** Medium
- □ □ **Key terms (pages 202 and 203):** Low
- □ □ **Look at the evidence (page 207):** Low
- □ □ **Look at the evidence (page 208):** Low
- □ □ **Key idea (pages 209 and 210):** Low
- □ □ **Sort the evidence (page 211):** Low
- ■ □ **Practice (page 212):** Medium
- □ □ **Your task (pages 213 and 214):** Low
- □ □ **Check your work (pages 215 and 216):** 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
- 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.

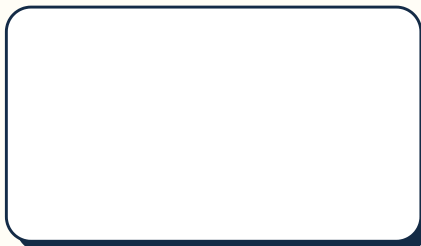
Sources

- 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 5 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: 5 min.

✂ Short on time: skip this page. Skip this page. Define compensation and Title VII aloud in one minute.

💬 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?

My first guess is ___, because ___.

➤ My first guess is that the shift-lead title explains it, because the schedule lists Gia that way.

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 no handwriting or other markings on the paper.

This page continues page 202. The notes for both pages are on the sheet for page 202.

Reading passage

What does shift lead pay for?

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: A \$1.50 surprise

Jordy and Gia work event shifts for the same company. On Saturday, they worked the same event, 3 to 11 p.m. Both did setup and closing. Jordy also ran the caption and audio check, a job Jordy takes seriously because Jordy is hard of hearing and knows when captions miss a line. They were paid the following Friday.

On Sunday afternoon, Jordy sends Gia a screenshot: \$16.50 an hour. Gia's reply comes fast. Hers says \$18.00. Then she asks the question neither of them can answer: is it because she is shift lead?

The crew schedule lists Gia as "shift lead" and says nothing else about it. Gia remembers opening up and handling one guest issue. Gia only learned she makes more because Jordy showed her their statement. Nobody ever told her what the title pays for.

Jordy's next message sets the course. Same event, same hours, and Jordy is asking Dana, the supervisor, before this goes anywhere. Your role in this case is to line up both shifts side by side before Jordy writes to Dana.

Stop and think. List the facts that are the same for both jobs and the facts that differ. Which difference matters most?

Pacing

Reading: about 5 min (614 words). Short on time: read it aloud together, pausing at each Stop and think.

Stop and think

1. **After “The story: A \$1.50 surprise”:** List the facts that are the same for both jobs and the facts that differ. Which difference matters most?
2. **After “Comparing like with like”:** What answer from Dana would satisfy Jordy, and what answer would not?
3. **After “The law, and a comparison that shaped a lawsuit”:** Why might it matter that the judge compared contract structures while the players wanted him to compare rates?

Comparing like with like

Case 5 gave you the habit of reading a pay statement line by line. Jordy's shows 8.0 hours at \$16.50, for **gross pay** of \$132.00. Gross pay is the money you earn before any taxes or other deductions are taken out. At \$18.00, the same eight hours would come to \$144.00.

The new skill is comparing two cases on the same terms. Line up every fact the documents give you. Hours: the same. Setup from 3 to 5: all crew. Closing from 10 to 11: all crew. Caption and audio check: Jordy. Title: Gia is shift lead. Lead duties, according to Gia: opening up and one guest issue. What the title pays: unknown.

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 comparison narrows the question without answering it. If shift lead carries real extra duties and a set rate, the title may explain the \$1.50. If it does not, Jordy has a specific question to ask.

Case 10 taught you to bring a question to the office responsible. Dana sets rates, so Dana gets the message. It should state what Jordy knows for sure: the hours, the duties and Jordy's own rate. It should ask one clear question: what does "shift lead" include, and how are rates set? It does not need Gia's statement. Gia is fine with Jordy knowing her rate, but she does not want her statement posted anywhere. Jordy, for their part, will decide what to do if Dana's answer does not make sense. It is Jordy's paycheck.

 **Stop and think.** What answer from Dana would satisfy Jordy, and what answer would not?

The law, and a comparison that shaped a lawsuit

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. Talking about pay is protected too. The National Labor Relations Board says most private-sector workers have a right to discuss pay with coworkers, with or without a union (NLRB, no date listed).

The U.S. women's national soccer team shows why the comparison matters. In 2020, a federal judge dismissed their equal pay claim, pointing to differences in how the teams' contracts were structured (NPR, May 2, 2020). The players appealed, saying he had not looked at rates of pay. In 2022, they reached a \$24 million settlement with a promise of equal pay rates (NPR, February 22, 2022). A settlement is an agreement, not a court finding, and it decides nothing about Jordy's employer.

 **Stop and think.** Why might it matter that the judge compared contract structures while the players wanted him to compare rates?

This page continues page 204. The notes for both pages are on the sheet for page 204.

Sources

Real source | National Labor Relations Board (NLRB) | No date listed

Your Right to Discuss Wages

Real source | NPR | May 2, 2020

Federal Judge Dismisses U.S. Women's Soccer Team's Equal Pay Claim

Real source | NPR | February 22, 2022

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

Notes

This image shows a single sheet of white paper with horizontal blue lines, resembling notebook paper. 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 204. The notes for both pages are on the sheet for page 204.

Look at the evidence

On your own Read each document. For each one, fill in both boxes. About 8 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, for \$132.00 in gross pay.

What it leaves out

➤ How the rate was set, and what other crew members earned.

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 listed as shift lead. All crew did setup and closing.

What it leaves out

➤ What a shift lead does, and whether the title comes with a higher rate.

⌚ Pacing

Full chapter: 8 min.

✂ Short on time: 8 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 lets Jordy know her rate but not post her statement. She did some lead work.

What it leaves out

➤ Whether her lead work explains the \$1.50, and whether Gia wants Dana to see her rate.

What is still missing from the evidence?

➤ What the shift-lead role officially involves and how rates are set, whether Gia's higher rate reflects experience or other criteria, how other crew members are paid, and whether the company has any written pay policy.

⌚ Pacing

Full chapter: 4 min.

✂ Short on time: 4 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.”

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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

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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 8 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

A written policy that shows ___ would answer this, because ___.

➡ A written policy that shows what shift lead includes and what it pays would answer this, because the schedule gives only the title.

⌚ Pacing

Full chapter: 8 min.

✂ Short on time: 3 min. Read the second paragraph of the key idea aloud. Skip In the news.

💬 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.

Real source | NPR | February 22, 2022

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

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

Real source | NPR | May 2, 2020

Federal Judge Dismisses U.S. Women's Soccer Team's Equal Pay Claim

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.

Sort the evidence

On your own Line up the accounts in the diagram. Then name one view that is missing. About 6 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, because Dana knows how rates are set. I would ask what the shift-lead role involves and how someone qualifies.

Pacing

Full chapter: 6 min.

Short on time: skip this page.

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. It tests the most likely explanation, the shift-lead title, first. A treats the work as the same and ignores Gia's request. C ignores the limits the law puts on pay.

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

➤ Could you explain how rates are set for event crew?

Rewrite phrase 2

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

⌚ Pacing

Full chapter: 6 min.

✂ Short on time: 4 min. Do the choice only. Skip Improve a draft.

💬 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 9—10

Your task

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

Build a private comparison sheet and draft Jordy's message to the supervisor.

Use: Statements, schedule and EEOC youth page.

You'll make: Sheet plus a message of 80—120 words

Time: 50 minutes

- 1 Reread Evidence A and B. Underline the hours, the duties and the title "shift lead."
- 2 Fill in the comparison sheet: what Jordy knows for sure and what Gia shared privately.
- 3 Circle what Gia shared privately. Keep it out of the message.
- 4 Write Jordy's message to Dana, 80 to 120 words, in the Your draft box.
- 5 Ask one clear question about what shift lead includes and how rates are set.
- 6 Check your message with the questions on the Check your work page.

Prefer typing? Scan to open the online workspace.

What Jordy knows for sure

Jordy knows ____.

➤ Jordy worked 3 to 11 p.m., did setup, the caption and audio check and closing, at \$16.50.

What Gia shared privately

Gia shared ____.

➤ Her \$18.00 rate, and that she opened up and handled one guest issue.

What Jordy is asking

Jordy wants to know ____.

➤ Jordy wants to know what shift lead includes and how event-crew rates are set.

Case 11 | Your task | Grades 9—10 educator edition

⌚ Pacing

Full chapter: 20 min.

✂ Short on time: 20 min.

💬 Say this

"Dana has never seen your sheet. Which three facts does Dana need to answer you?" — Listen for hours, duties and Jordy's own rate.

👁 Watch for

Misconception: Messages name Gia and her rate. **Listen for:** "Gia gets \$18.00, so I should too." **Then:** Point to Evidence C. Gia agreed to tell Jordy, not Dana. Try "another worker on the same shift."

📄 Support

- Comparison-sheet template
- Model message
- Frame: "I worked _____. My statement shows _____. Could you explain _____?"

🔗 Stretch

- Separate what Jordy knows from what Gia has chosen to share.

🔥 Heat check

■□□ Low.

📋 Standards

Common Core: RI.9-10.1; W.9-10.2; W.9-10.5; SL.9-10.1.c; SL.9-10.1.d.

C3 Framework: D2.Civ.12.9-12; D2.Civ.14.9-12; D2.His.1.9-12.

The Case plan sheet gives each code in plain words.

Your draft

Jordy's message to Dana, 80 to 120 words

Hi Dana, I have a question about ____.

Hi Dana, I have a question about my pay rate for the Saturday event. I worked from 3 to 11 p.m., did setup and closing, 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? I'd appreciate a reply this week. Thanks, Jordy

Notes

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Answer key**A strong response:**

- Accurate comparison
- Distinguishes known from assumed
- Specific, respectful question
- Accurate legal vocabulary

What to notice in the sample:

1. States Jordy's own hours and duties, the facts Dana needs to compare roles.
2. Raises the difference without naming Gia or sharing her rate.
3. Targets the one factor that might explain the difference.
4. Asks for a reply by a set time, without a threat.

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 6 minutes.

- Does your message say what Jordy knows and what Jordy is asking? ☒ Yes ☐ No
- Does it keep Gia's name and rate out of the message? ☒ Yes ☐ No
- Is the tone polite and specific? ☒ Yes ☐ No
- Does it avoid saying the pay difference proves discrimination? ☒ 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: 6 min.

 Short on time: 3 min. Students answer the Check your work questions only. Score the rubric yourself.

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 sheet and message are scored with the case rubric, with a check that known facts are kept apart from assumptions and that Gia's privacy is respected.

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 after feedback

I changed ___ because ___.

• I took out Gia's name and her \$18.00 rate, because Gia didn't agree to share her rate with Dana.

Notes

This image shows a single sheet of white paper with horizontal blue lines, resembling notebook paper. 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 215. The notes for both pages are on the sheet for page 215.

Questions to discuss

On your own Write a short answer to each question. Then complete each sentence frame below the questions. About 10 minutes.

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

➤ Lead duties could explain it if the role has written criteria. Gia's account challenges that, because one opening and one guest issue may be little extra work.

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

➤ It is Jordy's choice. Most private-sector workers have a right to discuss pay, and the pay is Jordy's. That right does not cover posting Gia's statement.

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

➤ A written explanation of what shift lead involves and how someone qualifies would satisfy Jordy. A vague answer that names no criteria would not.

- 4 In the soccer case, the judge looked at contract structures, and the players wanted him to compare rates of pay. Why does that choice matter?

➤ What you compare can change the answer. The judge focused on how the contracts were structured, and the players said he had not looked at rates of pay.

⌚ Pacing

Full chapter: 10 min.

✂ Short on time: 3 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

My claim: ____.

👉 Jordy should ask Dana how rates are set before deciding the difference is unfair.

The best evidence is ____, because ____.

👉 The schedule, because it lists Gia as shift lead but never says what that job includes.

Someone who disagrees might say ____.

👉 The difference is clear, so Jordy should report it right away.

I would change my mind if ____.

👉 Dana refused to explain how rates are set.

Notes

This page continues page 217.

🔥 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 9–10 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.