

2 December 2025

## Toowoomba Grammar School staff say “no” to sub-standard wage offer

Teachers and school support staff at Toowoomba Grammar School have overwhelmingly rejected their employer’s plan for sub-standard wages below CPI.

The Independent Education Union – Queensland and Northern Territory (IEU-QNT) said over half of eligible Toowoomba Grammar School staff voted in the employer ballot last week, with 87% voting “Do Not Approve” and 13% voting “Approve”.

IEU-QNT Toowoomba Organiser Matt Kliese said Toowoomba Grammar School teachers and support staff have made it clear they will not accept a wage offer below CPI.

“The employer’s wage offer would have barely kept pace with inflation – failing to match rising costs of living,” Mr Kliese said.

“Toowoomba Grammar School staff have rejected the employer’s wage plan as it would have disadvantaged them over the long term, particularly lower income earners.

“The employer’s unwillingness to provide an improved wage offer was made even worse by its expectation that staff work additional hours.

“It was shameful enough for the employer to ask staff to work significantly more hours and to add to their already high workload pressures.

“However, Toowoomba Grammar School then refused to pay them wages that meet cost-of-living pressures.

“The employer’s position was both disappointing and unacceptable to staff, and that’s why they have voted no.

“Toowoomba Grammar School teachers and support staff know they deserve better than sub-standard wages that leave them behind the rest of the sector.

“With staff having rejected the employer plan, the onus is clearly now on Toowoomba Grammar School to return to the negotiating table with a proposal that values and respects staff and the quality of education they provide,” Mr Kliese said.

**ENDS**

**Contact:** Laura Wise, IEU-QNT Communications Manager: [lwise@ieuqnt.org.au](mailto:lwise@ieuqnt.org.au) / 0419 653 131

*The Independent Education Union – Queensland and Northern Territory (IEU-QNT) represents over 17,000 teachers, school support staff, principals, early childhood educators and VET and RTO workers across Queensland and the Northern Territory.*

[www.ieuqnt.org.au](http://www.ieuqnt.org.au)