



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 1

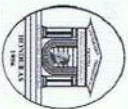
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
MT003	MOTORISTA II	20,144.71	3,733.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,144.71
SE007	SECRETARIA V	25,100.81	13,646.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,100.81
SE004	SECRETARIA III	20,495.97	6,171.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,495.97
JE002	JEFE DE SECCION CATEDRATICO TIEMPO COMPLETO	22,685.33	10,658.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,685.33
CT002	COMPLETO	34,065.34	13,597.42	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	527.89	0.00	34,065.34
SE004	SECRETARIA III	21,375.96	11,778.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,375.96
SE003	SECRETARIA II	20,690.26	5,431.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,690.26
CN003	CONTADOR II	23,213.19	10,737.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,213.19
SE004	SECRETARIA III	21,435.66	10,849.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,435.66
OE002	OFICIAL DE REGISTRO COORDINADOR VENTAS	20,914.58	7,038.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,914.58
CV003	LIBRERIA	21,101.85	6,309.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,101.85
SE003	SECRETARIA II	20,109.22	3,940.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,109.22
SE003	SECRETARIA II	19,282.39	8,581.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,282.39
SE002	SECRETARIA I	20,089.59	2,954.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,089.59
AX002	AUXILIAR DE SERVICIOS ESPECIAL	18,102.53	12,778.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,102.53

L.C. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tercero General de la UPRM

Lic. Carmen Solís López Vaca
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 2

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
AX003	AUX.SERV.ADMINISTRATIVOS	17,514.12	7,254.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,514.12
CO002	CONSERJE	15,433.57	10,602.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,433.57
CO002	CONSERJE	16,872.03	3,412.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,872.03
CO002	CONSERJE	15,302.54	3,660.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,302.54
AX003	AUX.SERV.ADMINISTRATIVOS	19,985.38	3,451.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,317.74	41,303.12
CH001	COORD.MANTENIMIENTO VEHICULAR	24,670.88	22,285.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,670.88
AD002	AUXILIAR ADMINISTRATIVO	16,598.05	3,386.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,598.05
ST003	SECRETARIA DEL RECTOR II	21,540.21	4,507.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,540.21
ON002	OFICIAL DE NOMINAS	40,442.31	21,553.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40,442.31
AD001	ADMINISTRADOR	40,490.89	14,143.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40,490.89
CH002	COORDINADOR ADMINISTRATIVO	22,706.97	10,253.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,706.97
SE005	SECRETARIA IV	20,807.15	12,220.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,807.15
AB001	AUXILIAR	17,314.07	11,888.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,314.07
OB003	OFICIAL DE INFORMACION	21,440.93	11,851.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,440.93
JD002	JEFE DEPARTAMENTO	43,796.36	12,947.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	43,796.36

Lic. Raúl Octavio Turcios Bajorón
Jefe Depto. De Recursos Humanos

Msc. Róbal Estephana Gómez
Vice Rector Administrativo

Lic. Carlos Montiel López Viera
Jefe del Depto. de Admon. General



DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
B004	BIBLIOTECARIA III	21,966.55	7,756.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,966.55
SE002	SECRETARIA I	18,750.73	2,164.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,750.73
CV004	CAJERO-PAGADOR-RECEPTOR	18,656.30	3,912.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,656.30
CT002	CATEDRATICO TIEMPO COMPLETO	57,693.02	36,439.58	11,604.65	18,567.44	9,863.95	17,406.98	0.00	0.00	0.00	0.00	57,693.02
CT002	CATEDRATICO TIEMPO COMPLETO	57,729.97	44,133.85	11,604.65	16,246.51	9,863.95	17,406.98	0.00	0.00	2,357.88	0.00	57,729.97
CT002	CATEDRATICO TIEMPO COMPLETO	50,463.36	255.65	11,604.65	12,068.84	7,543.02	17,406.98	0.00	0.00	1,589.87	0.00	50,463.36
B004	BIBLIOTECARIA III	20,540.73	6,402.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,540.73
CD052	VICE DECANO FACULTAD HUMANIDAD	73,927.52	50,598.32	11,604.65	16,246.51	8,703.49	17,406.98	17,987.21	250.00	1,728.68	0.00	73,927.52
CT002	CATEDRATICO TIEMPO COMPLETO	57,698.51	4,348.45	11,604.65	16,246.51	9,863.95	17,406.98	0.00	0.00	2,326.42	0.00	57,698.51
CT002	CATEDRATICO TIEMPO COMPLETO	56,030.53	9,615.33	11,604.65	16,246.51	8,703.49	17,406.98	0.00	0.00	1,818.90	0.00	56,030.53
CD005	DIRECTOR INST. INV. Y EVAL. EDUC.	79,118.15	71,456.20	11,604.65	16,246.51	8,703.49	10,444.19	30,172.09	250.00	1,697.22	0.00	79,118.15
CD126	JEFE DE PRACTICA DOCENTE (PRES)	59,917.36	26,583.18	11,604.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,760.14	0.00	59,917.36
CT002	CATEDRATICO TIEMPO COMPLETO	57,273.80	21,354.90	11,604.65	16,246.51	9,863.95	17,406.98	0.00	0.00	1,901.71	0.00	57,273.80
CD076	JEFE DEPTO. DESARROLLO PROFESIO	78,704.51	71,463.15	11,604.65	18,567.44	12,184.88	17,406.98	16,826.74	250.00	1,863.82	0.00	78,704.51
CT002	CATEDRATICO TIEMPO COMPLETO	45,177.91	27,075.95	11,604.65	18,567.44	11,821.42	3,481.40	0.00	0.00	500.00	0.00	45,177.91

Lc. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Msc. Raquel Barahona Gómez
Vice-Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPH

Lc. Carmen Isolinda Lepez Vez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 4

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Mértos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	55,853.26	41,448.00	11,604.65	16,246.51	8,703.49	17,406.98	0.00	250.00	1,641.63	0.00	55,853.26
CT002	CATEDRATICO TIEMPO COMPLETO	61,821.28	29,522.61	11,604.65	18,567.44	12,184.88	17,406.98	0.00	250.00	1,807.33	0.00	61,821.28
CD011	DIRECTOR DE FUNDACION U.P.N	80,195.81	67,407.81	11,604.65	12,068.84	8,703.49	17,406.98	27,851.16	250.00	2,310.69	0.00	80,195.81
CD005	COORD. ASUNT. ACADEMICOS	60,676.55	1,553.09	11,604.65	0.00	9,863.95	17,406.98	19,727.91	250.00	1,823.06	0.00	60,676.55
CD016	SECRETARIO GENERAL	76,828.68	44,906.00	11,604.65	16,246.51	8,703.49	10,444.19	27,851.16	250.00	1,728.68	0.00	76,828.68
CD142	COORD. LAB. MEDICINA DEL DEPORTE	67,938.21	28,134.04	11,604.65	16,246.51	12,184.88	17,406.98	8,123.26	250.00	2,121.93	0.00	67,938.21
CD042	DIRECTOR(A) FORMAC. INICIAL DOC.	76,234.50	53,000.74	11,604.65	16,246.51	8,703.49	17,406.98	19,727.91	250.00	2,294.96	0.00	76,234.50
CT002	CATEDRATICO TIEMPO COMPLETO	51,254.42	36,455.07	11,604.65	16,246.51	9,863.95	12,765.12	0.00	250.00	524.19	0.00	51,254.42
CD008	VICE-RECTOR(A) EDUCAC. DISTANCI	88,496.25	64,993.73	11,604.65	16,246.51	8,703.49	17,406.98	32,493.02	250.00	1,791.60	0.00	88,496.25
CT002	CATEDRATICO TIEMPO COMPLETO	60,514.90	36,794.45	11,604.65	18,567.44	11,024.42	17,406.98	0.00	250.00	1,661.41	0.00	60,514.90
CT002	CATEDRATICO TIEMPO COMPLETO	52,183.13	47,013.48	11,604.65	18,567.44	7,543.02	12,765.12	0.00	250.00	1,452.90	0.00	52,183.13
CT002	CATEDRATICO TIEMPO COMPLETO	49,361.50	44,967.58	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,648.47	0.00	49,361.50
CD136	JEFE DE TALLER DE METALES	60,058.93	28,019.78	11,604.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,901.71	0.00	60,058.93
CT002	CATEDRATICO TIEMPO COMPLETO	51,094.21	46,561.67	11,604.65	16,246.51	6,382.56	15,086.05	0.00	250.00	1,524.44	0.00	51,094.21
EP012	DIRECTOR(A) INST. COOP. JACODE	88,889.50	59,859.37	11,604.65	16,246.51	11,024.42	17,406.98	30,172.09	250.00	2,184.85	0.00	88,889.50

Lic. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Msc. Rafael Berrón Gómez
Vice Rector Administrativo

Lic. Eusebio Soledad López Vega
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 5

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	50,913.43	20,972.05	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	879.47	0.00	50,913.43
CT002	CATEDRATICO TIEMPO COMPLETO	51,779.84	25,307.93	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,745.88	0.00	51,779.84
CD001	RECTORIA	96,540.85	76,002.58	11,604.65	16,246.51	9,863.95	17,406.98	39,455.81	250.00	1,712.95	0.00	96,540.85
CT002	CATEDRATICO TIEMPO COMPLETO	50,134.91	28,880.56	11,604.65	12,068.84	7,543.02	17,406.98	0.00	250.00	1,261.42	0.00	50,134.91
CD007	JEFE DEPTO.RECURSOS HUMANOS	68,450.57	24,321.49	11,604.65	12,068.84	8,703.49	17,406.98	16,826.74	250.00	1,589.87	0.00	68,450.57
CD007	VICERRECTORIA ADMINISTRATIVA	88,842.31	62,205.25	11,604.65	16,246.51	8,703.49	17,406.98	32,493.02	250.00	2,137.66	0.00	88,842.31
CT002	CATEDRATICO TIEMPO COMPLETO	52,320.11	28,539.68	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,589.88	0.00	52,320.11
CT002	CATEDRATICO TIEMPO COMPLETO	51,623.83	45,950.68	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,589.87	0.00	51,623.83
CD007	ASISTENTE TECNICO ACADEM.CUR.	59,072.16	50,730.39	11,604.65	16,246.51	0.00	17,406.98	12,184.88	250.00	1,379.14	0.00	59,072.16
CT002	CATEDRATICO TIEMPO COMPLETO	51,711.73	30,877.38	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,677.77	0.00	51,711.73
CT002	CATEDRATICO TIEMPO COMPLETO	56,065.18	47,924.97	11,604.65	16,246.51	8,703.49	17,406.98	0.00	250.00	1,853.55	0.00	56,065.18
CT002	CATEDRATICO TIEMPO COMPLETO	57,163.69	39,765.39	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,791.60	0.00	57,163.69
CT002	CATEDRATICO TIEMPO COMPLETO	47,437.02	42,697.06	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,348.65	0.00	47,437.02
CT002	CATEDRATICO TIEMPO COMPLETO	54,653.97	19,871.78	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,602.81	0.00	54,653.97
CT002	CATEDRATICO TIEMPO COMPLETO	53,640.75	25,839.33	11,604.65	16,246.51	8,703.49	15,086.05	0.00	250.00	1,750.05	0.00	53,640.75

[Firma]
Lic. Raúl Octavio Turrados Barahona
Jefe Depto. De Recursos Humanos



Msc. Ralpe Barahona Gomet
Vice Rector Administrativo

[Firma]
Lic. Carlos Humberto Gutiérrez
Resorte General de la UPNFM



Lic. Carmen Isolina Lopez Vega
Jefe de Depto. de Admon. General



UNIVERSIDAD PERUANA NACIONAL FRANCISCO DE MIRANDA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 6

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CAEDRATICO TIEMPO COMPLETO	57,383.91	51,848.20	11,604.65	18,567.44	7,543.02	17,406.98	0.00	250.00	2,011.82	0.00	57,383.91
CT002	CAEDRATICO TIEMPO COMPLETO	53,206.24	22,464.60	11,604.65	12,068.84	9,863.95	17,406.98	0.00	250.00	2,011.82	0.00	53,206.24
CD300	COORDINADOR DE PROGRAMAS	74,926.52	32,566.36	11,604.65	12,068.84	9,863.95	17,406.98	21,468.60	250.00	2,263.50	0.00	74,926.52
CD155	JEFE DE SECCION DE LETRAS Y LINGÜÍSTICA	64,637.86	45,674.43	11,604.65	12,068.84	9,863.95	17,406.98	11,604.65	250.00	1,838.79	0.00	64,637.86
CT002	CAEDRATICO TIEMPO COMPLETO	57,289.53	43,126.69	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,917.44	0.00	57,289.53
CT002	CAEDRATICO TIEMPO COMPLETO	54,846.12	41,510.43	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,794.96	0.00	54,846.12
CD087	SECRETARIO CENTRO DE INVESTIGACIONES EDUCATIVAS	67,290.11	40,630.15	11,604.65	12,068.84	8,703.49	17,406.98	15,666.28	250.00	1,589.87	0.00	67,290.11
CD070	JEFE DEPARTAMENTO DE ARTE	56,796.51	20,784.30	11,604.65	12,068.84	7,543.02	8,123.26	16,826.74	0.00	630.00	0.00	56,796.51
CT002	CAEDRATICO TIEMPO COMPLETO	49,270.65	32,768.56	11,604.65	18,567.44	7,543.02	10,444.19	0.00	250.00	861.35	0.00	49,270.65
CT002	CAEDRATICO TIEMPO COMPLETO	48,038.18	24,970.31	11,604.65	12,068.84	7,543.02	15,086.05	0.00	250.00	1,485.62	0.00	48,038.18
CD034	DIRECTOR DE EXTENSION	73,309.91	42,668.91	11,604.65	16,246.51	8,703.49	15,086.05	19,727.91	250.00	1,691.30	0.00	73,309.91
CT004	CAEDRATICO POR HORA	15,040.00	3,512.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,040.00
CT002	CAEDRATICO TIEMPO COMPLETO	37,552.17	14,844.72	11,604.65	12,068.84	0.00	12,765.12	0.00	250.00	863.56	0.00	37,552.17
CT002	CAEDRATICO TIEMPO COMPLETO	54,858.49	34,408.59	11,604.65	16,246.51	9,863.95	15,086.05	0.00	250.00	1,807.33	0.00	54,858.49
CT002	CAEDRATICO TIEMPO COMPLETO	58,151.13	28,782.48	11,604.65	18,567.44	8,703.49	17,406.98	0.00	250.00	1,618.57	0.00	58,151.13

L.C. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

L.C. Carmen Isolina López VEGA
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 7

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
JEFE DEPTO. PROTOCOLO Y CEREMON												
CD075	JEFE DEPTO. PROTOCOLO Y CEREMON	59,196.09	42,648.40	11,604.65	12,068.84	6,382.56	10,444.19	16,826.74	250.00	1,619.11	0.00	59,196.09
IN002	INSTRUCTOR CATEDRATICO TIEMPO COMPLETO	15,947.81	4,917.99	11,604.65	0.00	0.00	3,481.40	0.00	0.00	861.76	0.00	15,947.81
CT002	CATEDRATICO TIEMPO COMPLETO	49,638.09	20,073.36	11,604.65	16,246.51	7,543.02	12,765.12	0.00	250.00	1,228.79	0.00	49,638.09
CT002	CATEDRATICO TIEMPO COMPLETO	47,382.59	22,486.50	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,294.22	0.00	47,382.59
CD091	ASISTENTE TECNICO CATEDRATICO TIEMPO COMPLETO	64,688.36	26,528.02	11,604.65	16,246.51	9,863.95	12,765.12	12,184.88	250.00	1,773.25	0.00	64,688.36
CT002	CATEDRATICO TIEMPO COMPLETO	49,001.23	37,055.68	11,604.65	16,246.51	7,543.02	12,765.12	0.00	125.00	716.93	0.00	49,001.23
CT002	CATEDRATICO TIEMPO COMPLETO	54,513.19	49,625.13	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,462.03	0.00	54,513.19
CD081	SECRETARIO DE CENTRO UNIVERSIT CATEDRATICO TIEMPO COMPLETO	60,921.98	51,194.22	11,604.65	12,068.84	8,703.49	10,444.19	16,246.51	250.00	1,604.30	0.00	60,921.98
CT002	CATEDRATICO TIEMPO COMPLETO	52,859.84	10,488.63	11,604.65	18,567.44	8,703.49	12,765.12	0.00	250.00	969.14	0.00	52,859.84
CT002	CATEDRATICO TIEMPO COMPLETO	42,069.60	31,258.48	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,319.36	0.00	42,069.60
CT002	CATEDRATICO TIEMPO COMPLETO	40,799.52	18,173.44	11,604.65	12,068.84	7,543.02	8,123.26	0.00	250.00	1,209.75	0.00	40,799.52
B0002	BIBLIOTECARIO DIRECTOR DE SERVICIOS ESTUDIAN CATEDRATICO TIEMPO COMPLETO	20,838.63	12,101.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,838.63
CD038	DIRECTOR DE SERVICIOS ESTUDIAN CATEDRATICO TIEMPO COMPLETO	76,040.64	68,462.39	11,604.65	16,246.51	8,703.49	17,406.98	19,727.91	250.00	2,101.10	0.00	76,040.64
CT002	CATEDRATICO TIEMPO COMPLETO	52,428.67	30,974.88	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,698.44	0.00	52,428.67
CD031	DIRECTOR CENTRO INVEST. INNOV.E	61,935.34	21,865.94	11,604.65	16,246.51	7,543.02	5,802.33	19,727.91	0.00	1,010.92	0.00	61,935.34

Lic. Raúl Octavio Tuzco Barahona
Jefe Depto. De Recursos Humanos

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNHV

Lic. Carmen Leonila López Viquez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 8

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	32,442.87	23,967.31	11,604.65	12,068.84	6,382.56	1,740.70	0.00	125.00	521.12	0.00	32,442.87
CT002	CATEDRATICO TIEMPO COMPLETO	49,728.66	33,309.88	11,604.65	18,567.44	7,543.02	10,444.19	0.00	250.00	1,319.36	0.00	49,728.66
CN002	CONTADOR I	20,436.46	10,499.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,436.46
CD006	COORDINADOR DE EVALUACION CUR	64,012.66	48,999.65	11,604.65	16,246.51	8,703.49	10,444.19	15,086.05	250.00	1,677.77	0.00	64,012.66
OA001	OFICIAL ADMINISTRATIVO	22,396.30	7,268.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,396.30
AE003	ASENSORISTA	15,409.69	6,839.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,409.69
CT002	CATEDRATICO TIEMPO COMPLETO	36,720.14	30,665.33	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	861.76	0.00	36,720.14
SE003	SECRETARIA II	18,554.66	2,239.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,554.66
JE002	JEFE DE SECCION	40,224.67	33,793.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40,224.67
MO002	MEDICO ODONTOLOGO SECRETARIO DEPARTAMENTO	33,161.56	14,162.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33,161.56
CD119	CIENCI CATEDRATICO TIEMPO COMPLETO	57,362.25	26,505.78	11,604.65	16,246.51	8,703.49	8,123.26	11,024.42	250.00	1,409.92	0.00	57,362.25
CT002	CATEDRATICO TIEMPO COMPLETO	47,927.12	22,427.72	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,838.75	0.00	47,927.12
SE002	SECRETARIA I CATEDRATICO TIEMPO COMPLETO	16,955.24	3,601.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,955.24
CT002	CATEDRATICO TIEMPO COMPLETO	43,183.68	36,562.08	11,604.65	16,246.51	6,382.56	8,123.26	0.00	250.00	576.70	0.00	43,183.68
CD114	SECRETARIO DEPARTAMENTO NATURA	53,946.00	31,733.73	11,604.65	16,246.51	6,382.56	8,123.26	11,024.42	250.00	314.60	0.00	53,946.00

Lic. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

Lic. Carmen Isolina López Vega
Jefe del Depto. de Admon. General

Lic. Carlos Hernández Suárez
Tesorero General de la UNFM



UNIVERSIDAD NACIONAL FRANCISCO DE PAULA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 3

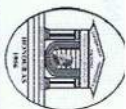
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEGORICO TIEMPO COMPLETO	48,541.57	32,316.24	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,292.73	0.00	48,541.57
CT002	CATEGORICO TIEMPO COMPLETO	35,974.42	13,237.20	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
OF002	OFICIAL DE PERSONAL CATEGORICO TIEMPO COMPLETO	24,305.67	2,876.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,305.67
CT002	CATEGORICO TIEMPO COMPLETO	40,780.24	37,022.82	11,604.65	12,068.84	6,382.56	10,444.19	0.00	0.00	280.00	0.00	40,780.24
OA001	OFICIAL ADMINISTRATIVO	19,712.74	2,465.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,712.74
OT002	OFICINISTA TRANSCRIPTORA	18,753.49	5,833.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,753.49
CD068	JEFE DEPARTAMENTO EDUCACION FI	56,942.58	32,423.20	11,604.65	16,246.51	7,543.02	3,481.40	16,826.74	250.00	990.26	0.00	56,942.58
CT002	CATEGORICO TIEMPO COMPLETO	40,350.65	19,607.23	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	314.60	0.00	40,350.65
CD063	JEFE DEPARTAMENTO SOCIALES CATEGORICO TIEMPO COMPLETO	70,306.92	31,877.49	11,604.65	16,246.51	6,382.56	17,406.98	16,826.74	250.00	1,589.48	0.00	70,306.92
CT002	CATEGORICO TIEMPO COMPLETO	44,189.25	31,668.22	11,604.65	18,567.44	7,543.02	5,802.33	0.00	0.00	671.81	0.00	44,189.25
CT003	CATEGORICO A MEDIO TIEMPO	17,987.22	16,373.24	5,802.33	8,123.26	0.00	4,061.63	0.00	0.00	0.00	0.00	17,987.22
SE002	SECRETARIA I	17,023.84	1,067.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,023.84
CD150	COORDINARIA AREA INFORMATICA EDUCATIV	54,296.62	43,736.89	11,604.65	16,246.51	8,703.49	8,123.26	8,123.26	0.00	1,495.45	0.00	54,296.62
CO002	CONSERJE	15,696.99	2,780.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,696.99
AV002	AYUDANTE DE MANTENIMIENTO	15,363.95	4,139.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,363.95

Lic. Raúl Octavio Tizcos Barahona
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Lic. Carmen Soledad López Vesa
Jefe del Depto. de Admon. General





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MUNKALA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 10

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
A2002	ASISTENTE CATEDRÁTICO TIEMPO COMPLETO	28,963.33	8,092.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,963.33
CT002	JEFE DEPARTAMENTO MATEMÁTICAS	44,463.08	27,435.54	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	945.64	0.00	44,463.08
CD061	CATEDRÁTICO MEDIO TIEMPO	62,665.11	48,667.56	11,604.65	16,246.51	7,543.02	10,444.19	16,826.74	0.00	0.00	0.00	62,665.11
CT003	CATEDRÁTICO TIEMPO COMPLETO	15,207.08	1,129.69	5,802.33	6,034.42	0.00	2,901.17	0.00	0.00	469.16	0.00	15,207.08
CT002	CATEDRÁTICO TIEMPO COMPLETO	46,281.47	28,982.22	11,604.65	16,246.51	6,382.56	10,444.19	0.00	250.00	1,353.56	0.00	46,281.47
CT002	CATEDRÁTICO TIEMPO COMPLETO	52,264.93	40,696.74	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,534.70	0.00	52,264.93
SE002	SECRETARÍA	16,741.82	8,670.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,741.82
CD084	COORDINADOR PUBLICACIONES	42,400.16	38,583.15	11,604.65	12,068.84	0.00	3,481.40	15,086.05	0.00	159.22	0.00	42,400.16
OS003	OPERADOR SISTEMAS CCS	20,929.48	13,211.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,929.48
AX003	AUX.SERV.ADMINISTRATIVOS	17,166.52	5,210.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,166.52
CD006	VICE-RECTOR(A) ACADÉMICO(A)	82,221.68	43,016.74	11,604.65	16,246.51	9,863.95	10,444.19	32,493.02	250.00	1,319.36	0.00	82,221.68
CT002	CATEDRÁTICO TIEMPO COMPLETO	54,555.82	25,190.41	11,604.65	18,567.44	9,863.95	12,765.12	0.00	250.00	1,504.66	0.00	54,555.82
CD091	ASISTENTE TÉCNICO CATEDRÁTICO TIEMPO COMPLETO	60,973.64	33,011.09	11,604.65	16,246.51	8,703.49	10,444.19	12,184.88	250.00	1,539.92	0.00	60,973.64
CT002	TRANSCRIPTOR DE DATOS	44,840.22	34,285.00	11,604.65	16,246.51	7,543.02	8,123.26	0.00	250.00	1,072.78	0.00	44,840.22
TD002	TRANSCRIPTOR DE DATOS	18,776.36	12,701.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,776.36

L.C. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

L.C. Gerardo Guzmán Utrilla
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 11

PLANILLA DE PAGO MES DE ENERO DEL 2014

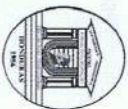
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
AE003	ASCENSORISTA	15,363.53	11,127.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,363.53
AZ002	ASISTENTE	25,672.27	15,460.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,389.09	53,066.36
JED02	JEFE DE SECCION DIRECTOR CENTRO UNIV	28,824.52	5,851.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,746.15	59,570.67
CD027	CURSOS	77,791.00	59,406.22	11,604.65	16,246.51	8,703.49	17,406.98	22,048.84	250.00	1,530.53	0.00	77,791.00
CO002	CONSERJE CATEDRATICO TIEMPO	15,773.06	13,893.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,773.06
CI002	COMPLETO	47,212.90	36,940.87	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,124.53	0.00	47,212.90
SE003	SECRETARIA II	19,152.12	10,449.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,152.12
CN002	CONTADOR I	19,949.43	5,204.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,949.43
CO002	CONSERJE	14,996.93	2,855.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,996.93
TD002	TRANSCRIPTOR DE DATOS	17,660.40	8,269.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,660.40
CO002	CONSERJE CATEDRATICO TIEMPO	14,583.39	3,870.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,583.39
CI002	COMPLETO	49,252.17	25,167.09	11,604.65	18,567.44	7,543.02	10,444.19	0.00	0.00	1,092.87	0.00	49,252.17
SE002	SECRETARIA I CATEDRATICO TIEMPO	15,462.04	8,641.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,462.04
CI002	COMPLETO	49,273.61	45,136.72	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,560.58	0.00	49,273.61
CI002	COMPLETO	42,290.16	22,126.16	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,539.92	0.00	42,290.16

Lic. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPRN

Lic. Carmen Isolina Torres Vega
Jefe de Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 12

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD115	SECRETARIO DEPARTAMENTO LETRAS	46,464.88	16,055.38	11,604.65	12,068.84	0.00	10,444.19	11,024.42	250.00	1,072.78	0.00	46,464.88
CT003	CATEDRATICO A MEDIO TIEMPO	17,987.22	16,373.24	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	0.00	0.00	17,987.22
CT002	CATEDRATICO TIEMPO COMPLETO	56,729.37	41,517.19	11,604.65	18,567.44	7,543.02	17,406.98	0.00	0.00	1,607.28	0.00	56,729.37
CT002	CATEDRATICO TIEMPO COMPLETO	49,279.70	19,005.94	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,566.67	0.00	49,279.70
CD137	JEFE DE TALLER DE ELECTRICIDAD	61,818.44	42,316.96	11,604.65	16,246.51	6,382.56	17,406.98	8,123.26	250.00	1,804.48	0.00	61,818.44
CT002	CATEDRATICO TIEMPO COMPLETO	42,124.84	37,809.85	11,604.65	16,246.51	6,382.56	5,802.33	0.00	250.00	1,838.79	0.00	42,124.84
CD103	JEFE DE SECCION DE EDUCACION F	54,123.94	49,019.02	11,604.65	16,246.51	7,543.02	5,802.33	11,604.65	250.00	1,072.78	0.00	54,123.94
TD002	TRANSCRIPCIÓN DE DATOS	21,133.50	3,389.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,133.50
CT002	CATEDRATICO TIEMPO COMPLETO	39,502.09	30,945.40	11,604.65	12,068.84	6,382.56	8,123.26	0.00	250.00	1,072.78	0.00	39,502.09
TI002	TELEFONISTA	15,588.75	9,573.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,588.75
CD067	JEFE DEPARTAMENTO TECNOLÓGICO	56,142.78	35,879.29	11,604.65	12,068.84	6,382.56	8,123.26	16,826.74	250.00	886.73	0.00	56,142.78
CT002	CATEDRATICO TIEMPO COMPLETO	46,405.07	15,548.19	11,604.65	16,246.51	7,543.02	10,444.19	0.00	0.00	566.70	0.00	46,405.07
CT002	CATEDRATICO TIEMPO COMPLETO	42,014.42	25,254.90	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,264.18	0.00	42,014.42
CD065	JEFE DEPARTAMENTO LETRAS	63,538.20	41,163.14	11,604.65	12,068.84	8,703.49	12,765.12	16,826.74	250.00	1,319.36	0.00	63,538.20
CT002	CATEDRATICO TIEMPO COMPLETO	34,841.98	26,688.62	11,604.65	16,246.51	0.00	5,802.33	0.00	250.00	938.49	0.00	34,841.98

L.C. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos
Vice Rector Administrativo

L.C. Carmen Lidia Rodríguez Vázquez
Tesorero General de la UPNFM
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 13

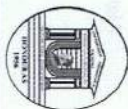
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CN003	CONTADOR II	19,540.08	9,912.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,540.08
PI002	PLANIFICADOR	36,686.27	22,110.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	36,686.27
SE002	SECRETARIA I	17,001.22	1,619.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,001.22
SE002	SECRETARIA I	16,474.09	10,645.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,474.09
SE002	SECRETARIA I	17,598.88	11,246.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,772.14	36,371.02
BI004	BIBLIOTECARIA III	24,058.78	22,099.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,058.78
CT002	COMPLETO	30,048.03	23,599.19	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	456.17	0.00	30,048.03
CT002	JEFE DEPARTAMENTO TECNICA	63,848.55	34,542.48	11,604.65	16,246.51	9,863.95	8,123.26	16,526.74	0.00	1,183.44	0.00	63,848.55
CT002	COMPLETO	45,016.45	36,075.57	11,604.65	16,246.51	7,543.02	8,123.26	0.00	250.00	1,249.01	0.00	45,016.45
CD047	ASISTENTE TECNICO ACADEM.CUR.	61,809.28	45,342.54	11,604.65	16,246.51	9,863.95	10,444.19	12,184.88	250.00	1,215.10	0.00	61,809.28
CT002	COMPLETO	46,404.91	35,596.77	11,604.65	16,246.51	8,703.49	8,123.26	0.00	250.00	1,477.00	0.00	46,404.91
CT002	COMPLETO	44,700.88	27,100.81	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,183.44	0.00	44,700.88
CT002	COMPLETO	46,339.52	24,223.39	11,604.65	18,567.44	9,863.95	5,802.33	0.00	0.00	501.15	0.00	46,339.52
SE003	SECRETARIA II	18,763.13	2,199.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,763.13
CT002	COMPLETO	52,997.25	48,312.47	11,604.65	16,246.51	6,382.56	17,406.98	0.00	0.00	1,356.55	0.00	52,997.25

Lic. Raúl Octavio Turecos Barahona
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNM

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

Lic. Carmen Isolina López Vázquez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 14

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
BM03	BIBLIOTECARIA II	18,104.11	435.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,104.11
CT002	CAEDRATICO TIEMPO COMPLETO	14,447.79	12,616.57	11,604.65	18,567.44	7,543.02	10,444.19	0.00	0.00	0.00	0.00	14,447.79
CD081	SECRETARIO DE CENTRO UNIVERSIT	58,570.38	30,135.88	11,604.65	16,246.51	7,543.02	5,802.33	16,246.51	0.00	1,127.36	0.00	58,570.38
CT002	CAEDRATICO TIEMPO COMPLETO	45,861.35	31,772.92	11,604.65	16,246.51	8,703.49	8,123.26	0.00	0.00	1,183.44	0.00	45,861.35
CD039	JEFE DEPARTAMENTO DE REGISTRO	61,472.61	43,945.80	11,604.65	16,246.51	7,543.02	8,123.26	16,826.74	0.00	1,128.43	0.00	61,472.61
AY001	AYUDANTE DE MANTENIMIENTO	15,411.91	3,955.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,411.91
AM002	AUXILIAR DE MANTENIMIENTO I	14,375.39	6,129.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,375.39
CT002	CAEDRATICO TIEMPO COMPLETO	54,379.15	32,917.82	11,604.65	16,246.51	7,543.02	17,406.98	0.00	0.00	1,577.99	0.00	54,379.15
CO091	ASISTENTE TECNICO	57,597.69	38,416.38	11,604.65	16,246.51	8,703.49	8,123.26	12,184.88	0.00	734.90	0.00	57,597.69
CT002	CAEDRATICO TIEMPO COMPLETO	45,050.01	30,649.01	11,604.65	16,246.51	6,382.56	10,444.19	0.00	0.00	372.10	0.00	45,050.01
CT002	CAEDRATICO TIEMPO COMPLETO	42,561.09	19,374.96	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	1,364.58	0.00	42,561.09
SE002	SECRETARIA I	16,353.71	5,853.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,353.71
SE002	SECRETARIA I	16,783.16	792.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,783.16
TE002	TESORERO	49,552.37	24,916.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49,552.37
SE004	SECRETARIA III	18,826.43	10,795.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,826.43

LC Raul Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

LC Carmen Torres Lopez VEGA
Jefe del Depto. de Admón. General

Msc. Rafael Barahona Gómez
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 15

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
J0002	JEFE DEPARTAMENTO	43,723.75	33,338.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	43,723.75
SE003	SECRETARIA II	17,504.94	5,359.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,504.94
SE005	SECRETARIA IV	19,753.02	6,635.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,753.02
CD074	JEFE DEPARTAMENTO TECNOLOG.EDU	61,965.54	37,215.46	11,604.65	18,567.44	7,543.02	8,123.26	15,086.05	0.00	1,041.12	0.00	61,965.54
CT002	CATEDRATICO TIEMPO COMPLETO	36,623.47	17,156.24	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	765.09	0.00	36,623.47
CD035	DIRECTOR DE EVALUACION	64,710.45	35,854.42	11,604.65	16,246.51	7,543.02	8,123.26	19,727.91	250.00	1,215.10	0.00	64,710.45
CO002	CONSERJE	14,313.37	5,956.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,267.59	29,580.96
CD090	ASISTENTE TECN. ASUNTOS VRAC	58,918.09	39,310.40	11,604.65	16,246.51	9,863.95	5,802.33	15,086.05	0.00	314.60	0.00	58,918.09
MT002	MOTORISTA	16,609.47	5,255.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,609.47
CT002	CATEDRATICO TIEMPO COMPLETO	39,073.20	19,706.56	11,604.65	12,068.84	6,382.56	8,123.26	0.00	0.00	893.89	0.00	39,073.20
CD117	SECRETARIA DEPARTAMENTO TEC. AL	58,140.96	28,862.07	11,604.65	16,246.51	7,543.02	10,444.19	11,024.42	0.00	1,278.17	0.00	58,140.96
B0003	BIBLIOTECARIA II	16,646.61	7,199.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,646.61
CT002	CATEDRATICO TIEMPO COMPLETO	39,467.00	19,258.65	11,604.65	12,068.84	6,382.56	8,123.26	0.00	0.00	1,287.69	0.00	39,467.00
CT002	CATEDRATICO TIEMPO COMPLETO	41,196.51	27,049.18	11,604.65	16,246.51	9,863.95	3,481.40	0.00	0.00	0.00	0.00	41,196.51
CD069	JEFE DEPARTAMENTO CIENCIAS/EDU	62,688.09	24,071.18	11,604.65	16,246.51	8,703.49	8,123.26	16,826.74	0.00	1,183.44	0.00	62,688.09

L.C. Raúl Octavio Turcios Buján
Jefe Depto. De Recursos Humanos

L.C. Carlos Humberto Gutiérrez
Jefe del Depto. de Admon. General

Msc. Rafael Berrueta Gómez
Vice Rector Administrativo

L.C. Carmen Solina López Vega
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 16

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD001	ASISTENTE TECNICO	51,405.31	18,769.01	11,604.65	12,068.84	6,382.56	8,123.26	12,184.88	0.00	1,041.12	0.00	51,405.31
CD004	DIRECTOR DE POST GRADO SECRETARIO DEPARTAMENTO CIENCI	64,405.82	34,593.29	11,604.65	18,587.44	8,703.49	5,802.33	19,727.91	0.00	0.00	0.00	64,405.82
CD119	CIENCI	51,561.63	39,020.69	11,604.65	16,246.51	6,382.56	5,802.33	11,024.42	0.00	501.16	0.00	51,561.63
SE002	SECRETARIA I	17,992.56	11,320.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,992.56
CT002	CATEDRATICO TIEMPO COMPLETO	40,523.21	33,996.51	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	1,183.44	0.00	40,523.21
CD064	JEFE DEPARTAMENTO NATURALES	58,479.42	45,446.07	11,604.65	16,246.51	7,543.02	5,802.33	16,826.74	0.00	456.17	0.00	58,479.42
CT002	CATEDRATICO TIEMPO COMPLETO	38,220.41	27,907.78	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	505.29	0.00	38,220.41
CD091	ASISTENTE TECNICO	49,900.00	45,383.00	11,604.65	16,246.51	6,382.56	3,481.40	12,184.88	0.00	0.00	0.00	49,900.00
CD154	JEFE DE SECCION DE NATURALES	44,682.84	19,088.43	11,604.65	12,068.84	0.00	8,123.26	11,604.65	0.00	1,281.44	0.00	44,682.84
CT002	CATEDRATICO TIEMPO COMPLETO	30,789.03	13,023.96	11,604.65	16,246.51	7,543.02	10,444.19	0.00	0.00	1,287.69	0.00	30,789.03
CT002	CATEDRATICO TIEMPO COMPLETO	36,899.50	11,572.74	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	1,041.12	0.00	36,899.50
CT002	CATEDRATICO TIEMPO COMPLETO	38,202.28	34,871.10	11,604.65	12,068.84	7,543.02	5,802.33	0.00	0.00	1,183.44	0.00	38,202.28
CT002	CATEDRATICO TIEMPO COMPLETO	37,546.73	26,631.99	11,604.65	12,068.84	7,543.02	5,802.33	0.00	0.00	527.89	0.00	37,546.73
RC001	RECEPCIONISTA	15,096.93	2,930.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,096.93
CD001	ASISTENTE TECNICO	52,691.73	24,524.50	11,604.65	12,068.84	7,543.02	8,123.26	12,184.88	0.00	1,167.08	0.00	52,691.73

[Firma]
Lc Raúl Octavio Torres Basaldua
Jefe Depto. De Recursos Humanos

[Firma]
Lc Carmela Estela López Viera
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

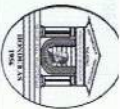
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD300	COORDINADOR DE PROGRAMA CATEDRÁTICO TIEMPO COMPLETO	62,390.38	14,956.38	11,604.65	12,068.84	7,543.02	8,123.26	21,468.60	0.00	1,582.01	0.00	62,390.38
CT002	CATEDRÁTICO TIEMPO COMPLETO	54,414.63	48,286.46	11,604.65	16,246.51	7,543.02	17,406.98	0.00	0.00	1,613.47	0.00	54,414.63
CT002	CATEDRÁTICO TIEMPO COMPLETO	37,157.86	28,007.98	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	1,183.44	0.00	37,157.86
CD091	ASISTENTE TÉCNICO COORDINADOR	49,900.00	25,224.51	11,604.65	16,246.51	6,382.56	3,481.40	12,184.88	0.00	0.00	0.00	49,900.00
CH002	ADMINISTRATIVO AYUDANTE DE MANTENIMIENTO	21,301.58	2,560.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,301.58
AV001	MANTENIMIENTO	14,211.35	4,055.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,211.35
CD153	JEFE DE SECCION DE SOCIALES	53,658.05	40,762.69	11,604.65	16,246.51	7,543.02	5,802.33	11,604.65	0.00	856.89	0.00	53,658.05
AP002	ANALISTA PROGRAMADOR CATEDRÁTICO TIEMPO COMPLETO	25,017.58	3,653.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,017.58
CT002	CATEDRÁTICO TIEMPO COMPLETO	29,931.99	5,084.71	11,604.65	12,068.84	0.00	5,802.33	0.00	0.00	456.17	0.00	29,931.99
BI002	BIBLIOTECARIO I	16,025.79	5,049.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,025.79
AO002	AUDITOR I CATEDRÁTICO TIEMPO COMPLETO	20,137.77	5,053.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,137.77
CT002	CATEDRÁTICO TIEMPO COMPLETO	37,067.29	2,571.51	11,604.65	16,246.51	0.00	8,123.26	0.00	0.00	1,092.87	0.00	37,067.29
TE003	OFICIAL DE TESORERIA DECANO FACULTAD DE HUMANIDADES	24,583.92	16,502.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,583.92
CD002	VICE RECTOR(A)	74,883.68	52,733.99	11,604.65	16,246.51	8,703.49	12,765.12	24,369.77	0.00	1,194.14	0.00	74,883.68
CD010	INVESTI. POSTGRU	78,074.03	49,109.55	11,604.65	16,246.51	8,703.49	8,123.26	32,493.02	0.00	903.10	0.00	78,074.03

Lc. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Guevara
Tesorero General de la UPN FM/M

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

Lic. Carmen Ignez López Vera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL PLANILLA DE PAGO
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 18

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD056	SUB DIRECTOR CENTRO INNOV. ED	62,107.86	41,528.51	11,604.65	16,246.51	8,703.49	8,123.26	16,246.51	0.00	1,183.44	0.00	62,107.86
CD120	SECRETARIO DEPARTAMENTO ARTE	42,912.60	39,034.59	11,604.65	12,068.84	6,382.56	1,740.70	11,024.42	0.00	91.43	0.00	42,912.60
CT002	CAEDRATICO TIEMPO COMPLETO	21,045.20	6,594.58	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	893.89	0.00	21,045.20
CT002	CAEDRATICO TIEMPO COMPLETO	43,627.13	23,935.66	11,604.65	16,246.51	8,703.49	5,802.33	0.00	0.00	1,270.15	0.00	43,627.13
CD112	SECRETARIO DEPARTAMENTO COMERC	58,595.57	35,760.92	11,604.65	16,246.51	8,703.49	10,444.19	11,024.42	0.00	572.31	0.00	58,595.57
SE002	SECRETARIA I	15,489.08	8,020.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,489.08
CT003	CAEDRATICO A MEDIO TIEMPO COMPLETO	16,437.64	13,107.80	5,802.33	6,034.42	3,151.28	870.35	0.00	0.00	539.26	0.00	16,437.64
CT002	CAEDRATICO TIEMPO COMPLETO	47,890.64	35,060.39	11,604.65	16,246.51	6,382.56	12,765.12	-0.00	0.00	891.80	0.00	47,890.64
CT002	COORDINADOR DE CARRERA INGLES	42,349.16	14,808.07	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	1,152.65	0.00	42,349.16
CD183	COORDINADOR DE CARRERA INGLES	49,764.29	32,611.15	11,604.65	16,246.51	7,543.02	5,802.33	7,543.02	0.00	1,024.76	0.00	49,764.29
CT003	CAEDRATICO A MEDIO TIEMPO COMPLETO	18,526.47	5,622.25	5,802.33	8,123.26	3,151.28	870.35	0.00	0.00	539.25	0.00	18,526.47
CO091	ASISTENTE TECNICO COMPLETO	54,361.51	49,757.59	11,604.65	12,068.84	11,024.42	5,802.33	12,184.88	0.00	1,676.39	0.00	54,361.51
CT002	CAEDRATICO TIEMPO COMPLETO	33,964.99	24,896.48	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	427.54	0.00	33,964.99
CT002	CAEDRATICO TIEMPO COMPLETO	46,838.37	37,273.07	11,604.65	18,567.44	9,863.95	5,802.33	0.00	0.00	1,000.00	0.00	46,838.37
CT002	CAEDRATICO TIEMPO COMPLETO	25,520.86	12,782.21	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	106.67	0.00	25,520.86

Lic. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Lic. Carmen Isolina Lopez Vega
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 19

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD184	COORDINADOR DE CARRERA ADMON.	52,560.83	32,283.28	11,604.65	18,567.84	8,703.49	5,802.33	6,382.56	0.00	1,500.36	0.00	52,560.83
CT002	CATEDRATICO TIEMPO COMPLETO	32,201.19	19,582.09	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	404.44	0.00	32,201.19
CD185	COORDINADOR DE CARRERA ORIENTA	48,718.34	14,831.45	11,604.65	16,246.51	7,543.02	5,802.33	6,382.56	0.00	1,139.27	0.00	48,718.34
CD091	ASISTENTE TECNICO CATEDRATICO TIEMPO COMPLETO	49,084.38	25,456.56	11,604.65	12,068.84	6,382.56	5,802.33	12,184.88	0.00	1,041.12	0.00	49,084.38
CT002	CATEDRATICO TIEMPO COMPLETO	37,615.58	23,828.33	11,604.65	12,068.84	7,543.02	5,802.33	0.00	0.00	596.74	0.00	37,615.58
CT002	CATEDRATICO TIEMPO COMPLETO	32,957.21	23,511.51	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	0.00	32,957.21
CD188	COORDINADOR DE TESIS PRESENCIAL	48,936.80	39,093.54	11,604.65	16,246.51	6,382.56	5,802.33	8,123.26	0.00	777.49	0.00	48,936.80
AS002	ASEADORA COORD. PRACTICA DOCENTE CUR	12,932.03	3,699.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,932.03
CD128	CATEDRATICO TIEMPO COMPLETO	46,166.07	10,699.17	11,604.65	12,068.84	7,543.02	5,802.33	8,123.26	0.00	1,023.97	0.00	46,166.07
CT002	CATEDRATICO TIEMPO COMPLETO	48,195.96	44,115.28	11,604.65	16,246.51	6,382.56	12,765.12	0.00	0.00	1,197.12	0.00	48,195.96
B002	BIBLIOTECARIO I	17,484.02	12,726.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,484.02
AD002	AUXILIAR ADMINISTRATIVO CATEDRATICO TIEMPO COMPLETO	17,085.86	11,048.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,085.86
CT002	CATEDRATICO TIEMPO COMPLETO	45,757.84	29,566.74	11,604.65	16,246.51	8,703.49	8,123.26	0.00	0.00	1,079.93	0.00	45,757.84
MO002	MEDICO ODONTOLOGO	22,894.11	6,590.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,894.11
B005	AUXILIAR DE BIBLIOTECA	16,689.56	3,027.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,689.56

Lc. Raúl Octavio Turcios-Berthons
Jefe Dep'to. De Recursos Humanos

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPN

Lc. Carmen Isolina López Vaz
Jefe del Dep'to. de Admon. General

Msc. Rafael Brizuela Gómez
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 20

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
A001	AUDITOR INTERNO	34,425.93	5,779.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34,425.93
B005	AUXILIAR DE BIBLIOTECA	18,194.37	12,296.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,194.37
CT002	CATEDRATICO TIEMPO COMPLETO	30,240.92	27,126.65	11,604.65	12,068.84	0.00	5,802.33	0.00	0.00	765.10	0.00	30,240.92
SE004	SECRETARIA III	17,290.31	3,193.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,290.31
A0002	ALBAÑIL	15,634.83	4,636.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,634.83
CT002	CATEDRATICO TIEMPO COMPLETO	15,571.37	577.43	11,604.65	18,567.44	8,703.49	3,481.40	0.00	0.00	500.00	0.00	15,571.37
JS003	SUPERVISOR SERVICIOS GENERALES	14,579.27	1,917.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,579.27
0A001	OFICIAL ADMINISTRATIVO	16,112.11	10,302.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,112.11
SE005	SECRETARIA IV	15,796.60	5,496.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,796.60
AX003	AUX.SERV.ADMINISTRATIVOS	17,793.68	11,290.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,793.68
CD003	ASIST.TECNASUNT.ACADEM.CU	51,960.90	30,299.03	11,604.65	12,068.84	6,382.56	5,802.33	15,086.05	0.00	1,016.47	0.00	51,960.90
01003	OFICIAL DE COMPRAS	14,176.42	1,833.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,176.42
CT004	CATEDRATICO POR HORA	7,320.00	6,539.40	0.00	0.00	0.00	0.00	0.00	0.00	120.00	0.00	7,320.00
CT002	CATEDRATICO TIEMPO COMPLETO	41,297.87	32,370.36	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	1,261.82	0.00	41,297.87
CT002	CATEDRATICO TIEMPO COMPLETO	39,455.22	26,270.80	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	579.64	0.00	39,455.22

Lic. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Lic. Carmen Solina Lopez Vega
Jefe del Depto. de Admon. General

Msc. Rafael Barahona Gómez
Vice-Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 21

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD036	DIRECTOR DE DESARROLLO CURRICU	64,405.82	32,575.97	11,604.65	18,567.44	8,703.49	5,802.33	19,727.91	0.00	0.00	0.00	64,405.82
CD118	SECRETARIO DEPARTAMENTO EDUCAC	38,245.97	89.14	11,604.65	12,068.84	0.00	3,481.40	11,024.42	0.00	66.66	0.00	38,245.97
CT002	CATEDRATICO TIEMPO COMPLETO	25,747.47	21,007.55	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	333.28	0.00	25,747.47
CT002	CATEDRATICO TIEMPO COMPLETO	38,021.14	7,989.12	11,604.65	12,068.84	7,543.02	5,802.33	0.00	0.00	1,002.30	0.00	38,021.14
CT002	CATEDRATICO TIEMPO COMPLETO	36,586.47	21,909.63	11,604.65	12,068.84	8,703.49	3,481.40	0.00	0.00	728.09	0.00	36,586.47
CT002	CATEDRATICO TIEMPO COMPLETO	36,860.68	9,628.28	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	1,002.30	0.00	36,860.68
CT002	CATEDRATICO TIEMPO COMPLETO	43,540.42	3,815.88	11,604.65	16,246.51	8,703.49	5,802.33	0.00	0.00	1,183.44	0.00	43,540.42
CT002	CATEDRATICO TIEMPO COMPLETO	15,900.65	14,433.60	11,604.65	0.00	0.00	3,481.40	0.00	0.00	814.60	0.00	15,900.65
SE002	SECRETARIA I	14,902.14	3,048.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,902.14
SE004	SECRETARIA III	17,393.39	6,141.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,393.39
CT002	CATEDRATICO TIEMPO COMPLETO	52,674.82	47,015.83	11,604.65	16,246.51	6,382.56	17,406.98	0.00	0.00	1,034.12	0.00	52,674.82
CD100	JEFE DE SECCION DE LETRAS CATEDRATICO TIEMPO	54,963.93	39,563.82	11,604.65	16,246.51	8,703.49	5,802.33	11,604.65	0.00	1,002.30	0.00	54,963.93
CT002	CATEDRATICO TIEMPO COMPLETO	38,900.87	27,139.80	11,604.65	16,246.51	0.00	10,444.19	0.00	0.00	605.52	0.00	38,900.87
CT002	CATEDRATICO TIEMPO COMPLETO	45,205.80	39,364.34	11,604.65	18,567.44	11,024.42	3,481.40	0.00	0.00	527.89	0.00	45,205.80
CT002	CATEDRATICO TIEMPO COMPLETO	41,059.32	18,091.01	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	1,023.27	0.00	41,059.32

Lc. Raúl Octavio Torres Barahona
Jefe Depto. De Recursos Humanos

Msc. Rafael Barahona Gomez
Vice-Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Jefe del Depto. de Admon. General

Lc. Carmen Isolina Lopez Vega
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 22

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD091	ASISTENTE TECNICO CATEDRATICO TIEMPO COMPLETO	54,106.88	31,042.83	11,604.65	16,246.51	7,543.02	5,802.33	12,184.88	0.00	725.49	0.00	54,106.88
CT002	DECANO FACULTAD DE CIENCIA Y T	37,285.51	9,835.03	11,604.65	12,068.84	7,543.02	5,802.33	0.00	0.00	266.67	0.00	37,285.51
CD021	ASIST. TECNIVICE	66,568.58	49,473.09	11,604.65	16,246.51	7,543.02	5,802.33	24,369.77	0.00	1,002.30	0.00	66,568.58
CD095	ASIST. TECN. ASUNT. ADVOC. QUE	53,961.63	38,239.70	11,604.65	16,246.51	7,543.02	3,481.40	15,086.05	0.00	0.00	0.00	53,961.63
CD092	D	55,255.43	27,885.00	11,604.65	16,246.51	8,703.49	3,481.40	15,086.05	0.00	133.33	0.00	55,255.43
CT002	CATEDRATICO TIEMPO COMPLETO	37,715.12	27,694.91	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	37,715.12
CT002	CATEDRATICO TIEMPO COMPLETO	42,051.58	23,656.87	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	855.07	0.00	42,051.58
CT002	CATEDRATICO TIEMPO COMPLETO	39,375.58	29,435.70	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	500.00	0.00	39,375.58
CT002	CATEDRATICO TIEMPO COMPLETO	38,016.23	34,449.93	11,604.65	12,068.84	7,543.02	5,802.33	0.00	0.00	997.39	0.00	38,016.23
CT002	CATEDRATICO TIEMPO COMPLETO	37,134.88	17,698.48	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	37,134.88
CT002	CATEDRATICO TIEMPO COMPLETO	40,891.12	35,270.83	11,604.65	18,567.44	6,382.56	3,481.40	0.00	0.00	855.07	0.00	40,891.12
CD138	JEFE DE TALLER DE MADERA	46,565.95	42,665.67	11,604.65	16,246.51	6,382.56	3,481.40	8,123.26	0.00	727.57	0.00	46,565.95
CT002	CATEDRATICO TIEMPO COMPLETO	34,038.60	2,341.96	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	501.15	0.00	34,038.60
CT002	CATEDRATICO TIEMPO COMPLETO	34,245.60	16,394.49	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	708.15	0.00	34,245.60
CD094	ASISTENTE TECNICO	51,915.53	27,833.68	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	855.07	0.00	51,915.53

Msc. Róger Ballesteros Gómez
Vice Rector Administrativo

Lic. Carmen Isolina López Vega
Jefe del Depto. de Admon. General





UNIVERSIDAD PEDAGÓGICA NACIONAL PLANILLA DE PAGO MES DE ENERO DEL 2014
DEPARTAMENTO DE RECURSOS HUMANOS

Página 23

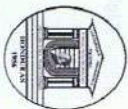
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	27,851.16	21,123.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	27,851.16
OP002	OPERADOR DE MAQUINA REPROD. I	13,294.46	5,172.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,180.76	27,475.22
SE002	SECRETARIA I	13,429.92	4,450.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,429.92
CT002	CATEDRATICO TIEMPO COMPLETO	33,801.39	10,332.65	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	263.94	0.00	33,801.39
CD091	ASISTENTE TECNICO	55,069.75	12,381.86	11,604.65	16,246.51	8,703.49	5,802.33	12,184.88	0.00	527.89	0.00	55,069.75
CD091	ASISTENTE TECNICO	51,362.50	31,374.24	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	302.04	0.00	51,362.50
CT002	CATEDRATICO TIEMPO COMPLETO	18,857.56	8,399.96	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	18,857.56
CT002	CATEDRATICO TIEMPO COMPLETO	39,455.22	27,559.01	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	579.64	0.00	39,455.22
CD104	JEFE DE SECCION DE CIENCIAS/ED	45,907.20	41,959.62	11,604.65	12,068.84	6,382.56	3,481.40	11,604.65	0.00	765.10	0.00	45,907.20
CT002	CATEDRATICO TIEMPO COMPLETO	33,801.39	4,237.06	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	263.94	0.00	33,801.39
CT002	CATEDRATICO TIEMPO COMPLETO	41,724.40	22,871.34	11,604.65	18,567.44	7,543.02	3,481.40	0.00	0.00	527.89	0.00	41,724.40
CT002	CATEDRATICO TIEMPO COMPLETO	35,974.42	17,142.70	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CT003	CATEDRATICO A MEDIO TIEMPO	18,277.34	14,096.15	5,802.33	9,283.73	3,191.28	0.00	0.00	0.00	0.00	0.00	18,277.34
CT004	CATEDRATICO POR HORA	15,180.00	11,743.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,180.00
CD151	JEFE DE SECCION DE MATEMATICAS	47,881.11	32,216.10	11,604.65	16,246.51	6,382.56	1,740.70	11,604.65	0.00	302.04	0.00	47,881.11

[Firma]
Lic. Raúl Octavio Torres Barahona
Jefe Depto. De Recursos Humanos

[Firma]
Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

[Firma]
Lic. Rafael Barahona Gomez
Vice Director Administrativo

[Firma]
Lic. Carmen Johanna Viera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 24

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CO186	COORDINADOR DE CARRERA PREESCO	42,356.98	22,623.76	11,604.65	16,246.51	6,382.56	1,740.70	6,382.56	0.00	0.00	0.00	42,356.98
CN002	CONTADOR I CATEDRATICO TIEMPO COMPLETO	16,366.73	1,755.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,366.73
CT002	COORD. MANTENIMIENTO VEHICULAR	25,942.08	15,739.94	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	527.89	0.00	25,942.08
CH001	CATEDRATICO TIEMPO COMPLETO	17,135.38	4,185.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,135.38
CT002	SECRETARIA I	54,961.63	50,069.70	11,604.65	18,567.44	6,382.56	17,406.98	0.00	0.00	1,000.00	0.00	54,961.63
SE003	SECRETARIA II CATEDRATICO TIEMPO COMPLETO	13,560.17	2,646.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,560.17
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,484.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	38,823.24	21,448.38	11,604.65	18,567.44	6,382.56	1,740.70	0.00	0.00	527.89	0.00	38,823.24
SE002	SECRETARIA I COORDINADOR DE CARRERA INGLES	12,681.69	1,183.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,527.14	26,208.83
CO183	COORDINADOR DE CARRERA RECTOR I	42,504.87	15,771.75	11,604.65	12,068.84	7,543.02	3,481.40	7,543.02	0.00	263.94	0.00	42,504.87
CO085	CATEDRATICO TIEMPO COMPLETO	48,623.49	21,251.82	11,604.65	12,068.84	7,543.02	1,740.70	15,666.28	0.00	0.00	0.00	48,623.49
CT002	CATEDRATICO TIEMPO COMPLETO	37,715.12	12,645.72	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	37,715.12
CT002	CATEDRATICO TIEMPO COMPLETO	42,685.62	38,745.77	11,604.65	16,246.51	6,382.56	8,123.26	0.00	0.00	328.64	0.00	42,685.62
SE003	SECRETARIA II	15,334.73	1,380.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,334.73
SE002	SECRETARIA I	14,787.54	2,694.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,787.54

Lic. Oscar Turcios Barahona
Jefe Depto. De Recursos Humanos

Lic. Carmelita Solís López Vázquez
Jefe del Depto. de Admón. Gen. y Ases. Jurídica

Lic. Carmen Solís López Vázquez
Jefe del Depto. de Admón. Gen. y Ases. Jurídica



DEPARTAMENTO DE RECURSOS HUMANOS

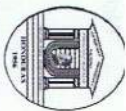
PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 23

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
OT002	OFICINISTA TRANSCRIPTORA	14,091.68	307.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,031.13	29,122.81
AM001	AUXILIAR DE SERVICIOS VARIOS	12,433.22	781.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,433.22
CO002	CONSERJE	12,566.99	3,471.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,404.79	25,971.78
CY002	COTIZADOR	15,588.50	9,981.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,588.50
AM001	AUXILIAR DE MANTENIMIENTO	12,811.88	1,372.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,811.88
AK003	AUX.SERV./ADMINISTRATIVOS	13,047.36	2,310.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,047.36
CC001	CAJERO PAGADOR	12,973.04	493.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,973.04
CT002	CATEDRATICO TIEMPO COMPLETO	27,654.89	15,814.50	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	500.00	0.00	27,654.89
MC002	AYUDANTE MECANICA	11,131.10	1,862.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,131.10
SE003	SECRETARIA II	13,093.95	2,503.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,093.95
CB001	COORDINADOR	6,400.00	3,328.00	7,880.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00
CT004	CATEDRATICO POR HORA	8,720.00	7,847.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,720.00
OA001	OFICIAL ADMINISTRATIVO	16,456.22	6,912.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,456.22
OA001	OFICIAL ADMINISTRATIVO	18,702.59	10,959.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,702.59
TA001	TECNICO AUDIOVISUAL	12,695.52	7,093.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,695.52

L.C. Rafael Barahona Gómez
Vice Rector Administrativo

L.C. Humberto Gutiérrez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MUKAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 26

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	35,974.42	22,496.65	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
OA001	OFICIAL ADMINISTRATIVO	14,603.11	3,224.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,576.65	30,179.76
AS002	ASEADORA	10,906.25	3,907.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,906.25
BI003	BIBLIOTECARIA II	19,099.35	13,584.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,099.35
SE002	SECRETARIA I	13,271.57	919.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,271.57
SE002	SECRETARIA I	14,228.01	5,488.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,228.01
MT002	MOTORISTA	13,017.55	7,691.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,017.55
CT002	CATEDRÁTICO TIEMPO COMPLETO	23,673.49	16,077.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRÁTICO TIEMPO COMPLETO	25,664.19	10,959.55	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	0.00	0.00	25,664.19
CT003	CATEDRÁTICO A MEDIO TIEMPO COORDINADOR	15,084.04	13,702.32	5,802.33	8,123.26	0.00	870.35	0.00	0.00	0.00	0.00	15,084.04
CD008	PLATEADOR VIRTUAL	41,028.13	19,339.92	11,604.65	12,068.84	0.00	1,740.70	15,086.05	0.00	0.00	0.00	41,028.13
CT002	CATEDRÁTICO TIEMPO COMPLETO	32,098.79	28,505.89	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	32,098.79
CT003	CATEDRÁTICO A MEDIO TIEMPO	18,289.26	16,651.12	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	0.00	0.00	18,289.26
JE002	JEFE DE SECCION	25,583.02	14,211.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,583.02
CD091	ASISTENTE TECNICO	50,744.17	36,766.93	11,604.65	16,246.51	8,703.49	1,740.70	12,184.88	0.00	0.00	0.00	50,744.17

Lic. Raúl Octavio Turiso Sánchez
Jefe Depto. De Recursos Humanos

Lic. Carmen Isolina López Vázquez
Tesorero General de la UPNFM
Jefe del Depto. de Admon. General

Msc. Rafael Bernal Gómez
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 28

PLANILLA DE PAGO MES DE ENERO DEL 2014

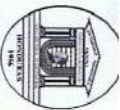
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	38,875.58	35,140.53	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	0.00	0.00	38,875.58
CN003	CONTADOR II	13,637.38	8,429.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,637.38
CT002	CATEDRATICO TIEMPO COMPLETO	36,108.38	29,873.20	11,604.65	12,068.84	8,703.49	3,481.40	0.00	0.00	250.00	0.00	36,108.38
CT002	CATEDRATICO TIEMPO COMPLETO	34,117.68	30,963.27	11,604.65	12,068.84	8,703.49	1,740.70	0.00	0.00	0.00	0.00	34,117.68
BI002	BIBLIOTECARIO I	12,077.49	7,281.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,077.49
TD002	TRANSCRIPTOR DE DATOS	11,783.19	7,798.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,783.19
BI002	BIBLIOTECARIO I	11,018.01	2,894.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,018.01
GA002	GUARDALMACEN	10,130.48	3,466.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,130.48
MT002	MOTONISTA	12,856.92	4,476.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,856.92
MT002	MOTONISTA	10,218.77	2,311.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,218.77
CT002	CATEDRATICO TIEMPO COMPLETO	36,108.38	24,499.92	11,604.65	12,068.84	8,703.49	3,481.40	0.00	0.00	250.00	0.00	36,108.38
CT002	CATEDRATICO TIEMPO COMPLETO	16,214.42	10,156.27	11,604.65	16,246.51	8,703.49	3,481.40	0.00	0.00	500.00	0.00	16,214.42
CT002	CATEDRATICO TIEMPO COMPLETO	37,715.12	26,004.59	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	37,715.12
CN002	CONTADOR I	13,360.39	8,983.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,360.39
CD116	TECNIC SECRETARIO DEPARTAMENTO	42,859.27	24,373.53	11,604.65	12,068.84	6,432.56	1,740.70	11,024.42	0.00	38.10	0.00	42,859.27

Lic. Raúl Octavio Turcios Barrios
Jefe Depto. De Recursos Humanos

Msc. Rafael Basalona Gómez
Vice Jefe Administrativo

Lic. Gerardo Simón Gutiérrez
Tesorero General de la UPMF

Lic. Carmen Solina López Vera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

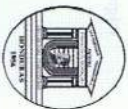
Página 29

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	38,913.68	21,073.79	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	38.10	0.00	38,913.68
CT003	CATEDRATICO A MEDIO TIEMPO	19,147.69	17,440.87	5,802.33	9,283.73	3,191.28	870.35	0.00	0.00	0.00	0.00	19,147.69
OG001	OPERADOR Y AUX.SOPORTE	16,488.26	3,418.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,488.26
CN002	CONTADOR I	11,055.53	5,343.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,055.53
CT002	CATEDRATICO TIEMPO COMPLETO	36,474.42	28,553.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	500.00	0.00	36,474.42
SE002	SECRETARIA I	11,371.07	1,645.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,129.14	23,500.21
MO002	MEDICO ODONTOLOGO	16,189.01	14,780.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,268.28	33,457.29
CD091	ASISTENTE TECNICO CATEDRATICO TIEMPO COMPLETO	51,060.46	44,700.62	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	0.00	0.00	51,060.46
CT002	CATEDRATICO TIEMPO COMPLETO	29,591.86	14,754.07	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	29,591.86
CT002	CATEDRATICO TIEMPO COMPLETO	27,192.99	10,984.92	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	38.10	0.00	27,192.99
CT002	COTIZADOR	12,312.93	3,633.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,312.93
SO002	SONIDISTA	11,312.31	6,976.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,066.46	23,378.77
OU001	OFICAL DE PRESUPUESTO	12,842.67	7,890.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,698.85	26,541.52
CO002	CONSERJE	10,102.15	2,159.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,775.63	20,877.78
CD057	JEF DE LIBRERIA	49,783.95	27,822.61	11,604.65	12,068.84	7,543.02	1,740.70	16,826.74	0.00	0.00	0.00	49,783.95

Lc. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto Gutiérrez
Tesorero General de la Universidad

Lc. Carolina López Vera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

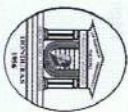
Página 30

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CAEDRATICO TIEMPO COMPLETO	18,857.56	714.39	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	18,857.56
CT002	CAEDRATICO TIEMPO COMPLETO	31,796.75	21,069.01	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,796.75
CD032	DIRECTOR PLANIFICACION Y PRES.	58,603.49	41,383.88	11,604.65	16,246.51	7,543.02	3,481.40	19,727.91	0.00	0.00	0.00	58,603.49
CD207	COORD. CARRERA TURISMO Y HOSTEL	45,258.14	17,230.88	11,604.65	16,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	0.00	45,258.14
CD096	JEFE DE SECCION DE MATEMATICAS	44,599.96	35,218.22	11,604.65	12,068.84	7,543.02	1,740.70	11,604.65	0.00	38.10	0.00	44,599.96
CD142	COORD.LAB.MEDICINA DEL DEPORTE	39,920.01	33,143.41	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	0.00	39,920.01
CT004	CAEDRATICO POR HORA	8,720.00	7,847.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,720.00
CT002	CAEDRATICO TIEMPO COMPLETO	34,697.91	24,828.91	11,604.65	12,068.84	7,543.02	3,481.40	0.00	0.00	0.00	0.00	34,697.91
CD202	ASISTENTE ASUNTOS ADITIVOS CUR	51,060.46	30,568.62	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	0.00	0.00	51,060.46
CT003	CAEDRATICO A MEDIO TIEMPO JEFE DE SECCION DE EDUCACION F	12,745.20	4,718.58	5,802.33	6,034.42	0.00	870.35	0.00	0.00	38.10	0.00	12,745.20
CD158	OFICIAL CONTROL PRESUPUESTO	50,480.23	19,420.15	11,604.65	16,246.51	7,543.02	3,481.40	11,604.65	0.00	0.00	0.00	50,480.23
OU002	CONTADOR I	19,561.64	6,531.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,561.64
CU002	CONTADOR I	14,000.66	395.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,000.66
CT003	CAEDRATICO A MEDIO TIEMPO	15,646.36	12,443.35	5,802.33	6,034.42	3,771.51	0.00	0.00	0.00	38.10	0.00	15,646.36
CT002	CAEDRATICO TIEMPO COMPLETO	31,796.75	9,029.48	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,796.75

Leonor Octavio Turrubien Barahona
Jefe Depto. De Recursos Humanos
Vice Rector Administrativo

Lic. Carlos Humberto Rodríguez
Tesorero General de la UPN
Lc. Gabriela López Vázquez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 31

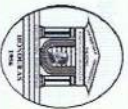
PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
JEFE DEPARTAMENTO	JEFE DEPARTAMENTO											
CD062	COMERCIALES	55,122.09	44,287.80	11,604.65	16,246.51	8,703.49	1,740.70	16,826.74	0.00	0.00	0.00	55,122.09
CT002	CATEDRATICO TIEMPO COMPLETO	29,591.86	11,809.33	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	29,591.86
CT002	CATEDRATICO TIEMPO COMPLETO	35,974.42	32,921.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CD091	ASISTENTE TECNICO	50,480.23	32,991.18	11,604.65	16,246.51	8,703.49	1,740.70	12,184.88	0.00	0.00	0.00	50,480.23
AK001	COORDINADOR CONSERVEMIA	11,194.59	1,989.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,194.59
CT002	CATEDRATICO TIEMPO COMPLETO	33,537.45	23,595.45	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	0.00	33,537.45
CT002	CATEDRATICO TIEMPO COMPLETO	33,653.49	30,736.21	11,604.65	18,567.44	0.00	3,481.40	0.00	0.00	0.00	0.00	33,653.49
CT002	CATEDRATICO TIEMPO COMPLETO	35,974.42	23,145.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CD051	VICE DECANO FACULTAD CIENCIA Y	56,862.79	38,218.77	11,604.65	16,246.51	7,543.02	3,481.40	17,987.21	0.00	0.00	0.00	56,862.79
CD091	ASISTENTE TECNICO	46,882.79	34,914.17	11,604.65	12,068.84	7,543.02	3,481.40	12,184.88	0.00	0.00	0.00	46,882.79
CN002	CONTADOR I	10,502.15	7,663.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,502.15
TA001	TECNICO AUDIOVISUAL CATEDRATICO TIEMPO	10,097.52	5,143.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,097.52
CT002	COMPLETO	33,537.45	25,179.53	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	0.00	33,537.45
CD180	COORD. CARRERA TECNICA INDUSTRI.	43,555.54	24,357.84	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	38.10	0.00	43,555.54
CD002	CONSERVEMIA	11,099.28	3,250.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,099.28

L.C. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

L.C. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

L.C. Carmen Isolina López
Jefe del Depto. de Admon.



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 32

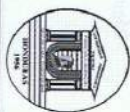
PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
AY001	AUXILIAR DE SERVICIOS VARIOS	11,253.45	6,004.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,253.45
RG002	JEFE DE SECCION	18,703.35	6,345.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,703.35
CO002	CONSERJE	9,703.44	6,959.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,703.44
CN002	CONTADOR I	12,724.95	118.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,573.28	26,298.23
TD002	TRANSCRIPTOR DE DATOS	10,664.85	2,494.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,375.84	22,040.69
CO002	CONSERJE	9,703.38	8,039.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,703.38
CT002	CATEDRATICO TIEMPO COMPLETO	35,974.42	27,958.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CT002	CATEDRATICO TIEMPO COMPLETO	31,834.85	12,091.38	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,834.85
CT002	CATEDRATICO TIEMPO COMPLETO	34,271.82	30,712.35	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	34,271.82
CT002	CATEDRATICO TIEMPO COMPLETO	48,159.30	40,994.53	11,604.65	16,246.51	7,543.02	12,765.12	0.00	0.00	0.00	0.00	48,159.30
CT002	CATEDRATICO TIEMPO COMPLETO	38,879.72	16,777.23	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	0.00	4.14	38,879.72
SE003	SECRETARIA II	12,393.26	6,348.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,393.26
OB002	OFICIAL DE INGRESOS	13,308.54	9,147.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,308.54
CT002	CATEDRATICO TIEMPO COMPLETO	37,715.12	30,844.91	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	37,715.12
CT002	CATEDRATICO TIEMPO COMPLETO	29,591.86	15,760.76	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	29,591.86

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Lic. Carmelo Martínez VEGA
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 33

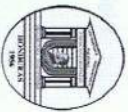
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE002	SECRETARIA I	10,514.17	2,606.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,514.17
SE003	SECRETARIA II	11,135.73	892.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,135.73
AD002	AUXILIAR ADMINISTRATIVO	12,334.40	6,619.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,334.40
SE003	SECRETARIA II	12,476.16	7,358.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,476.16
CD007	JEFE DE SECCION DE COMERCIALES	51,640.70	35,657.44	11,604.65	16,246.51	8,703.49	3,481.40	11,604.65	0.00	0.00	0.00	51,640.70
CO002	CONSERJE	9,703.44	8,252.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,703.44
CD004	SECRETARIA	37,018.84	24,484.33	11,604.65	12,068.84	0.00	0.00	13,345.35	0.00	0.00	0.00	37,018.84
CT004	CATEDRATICO POR HORA	2,640.00	2,362.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,640.00
CT002	CATEDRATICO TIEMPO COMPLETO	31,796.75	6,721.09	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,796.75
GA001	GUARDALMACEN	10,390.52	7,542.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,083.22	21,473.74
CO002	CONSERJE	9,703.43	2,772.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,053.76
CT002	CATEDRATICO TIEMPO COMPLETO	32,070.33	29,329.70	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	273.58	0.00	32,070.33
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	20,754.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	30,094.15	25,821.62	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	38.10	0.00	30,094.15
OA001	OFICIAL ADMINISTRATIVO	12,430.64	5,631.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,430.64

Lic. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPN FM

Lic. Casimiro Solina López Viera
Jefe del Depto. de Admon. General

Msc. Rafael Barahona Gómez
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

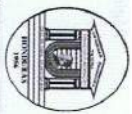
Página 34

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE002	SECRETARIA I	9,957.82	7,125.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,957.82
MT002	MOTORISTA	10,544.19	890.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,544.19
CN003	CONTADOR II	12,212.92	6,197.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,212.92
CN002	CONTADOR I	12,467.47	8,922.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,298.63	25,766.10
SE003	SECRETARIA II	12,334.40	9,672.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,334.40
SE002	SECRETARIA I	10,625.96	765.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,334.36	21,960.32
AX003	AUX.SERV.ADMINISTRATIVOS	11,450.00	3,089.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,213.33	23,663.33
SE006	SECRETARIA DE SEDE	12,644.09	10,456.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,487.03	26,131.12
SE006	SECRETARIA DE SEDE	12,644.18	8,750.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,487.13	26,131.31
SE006	SECRETARIA DE SEDE	11,386.51	8,876.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,145.61	23,532.12
SE006	SECRETARIA DE SEDE	11,386.51	7,825.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,145.61	23,532.12
VI002	VIGILANTE	10,069.05	9,794.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,740.32	20,809.37
AS002	ASISTENTE	9,889.54	3,444.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,548.84	20,438.38
AS002	ASISTENTE	9,703.43	7,958.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,350.33	20,053.76
VI002	VIGILANTE	9,703.43	8,928.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,350.33	20,053.76

Lic. Raúl Octavio Torres Ballesteros
Jefe Depto. De Recursos Humanos
Vice Rector Administrativo

Lic. Carmen Lidia López Vázquez
Tesorera General de la UPNM
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

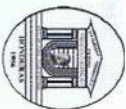
PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CO002	CONSERJE	9,703.43	9,528.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,703.43	19,406.86
AS002	ASEADORA	9,703.43	6,894.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,350.33	20,053.76
CO002	CONSERJE	8,935.29	5,455.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,935.29
CT002	CATEDRATICO TIEMPO COMPLETO	37,172.98	30,010.14	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	37,172.98
CT003	CATEDRATICO A MEDIO TIEMPO	17,154.97	13,485.73	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	17,154.97
CT003	CATEDRATICO A MEDIO TIEMPO	17,154.97	11,947.06	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	17,154.97
CT002	CATEDRATICO TIEMPO COMPLETO	35,974.42	29,615.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CT002	CATEDRATICO TIEMPO COMPLETO	37,134.88	23,985.09	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	37,134.88
OI003	OFICIAL DE COMPRAS	14,122.87	220.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,122.87
AB002	AUXILIAR DE CONTABILIDAD	13,352.08	6,560.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,352.08
CO002	CONSERJE	9,431.15	1,099.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,431.15
SE002	SECRETARIA I	11,415.36	4,666.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,415.36
CT003	CATEDRATICO A MEDIO TIEMPO	16,478.61	12,128.27	5,802.33	6,034.42	3,771.51	870.35	0.00	0.00	0.00	0.00	16,478.61
CN002	CONTADOR I	10,278.02	3,565.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,278.02
OG001	OPERADOR Y AUX.SOPORTE	13,100.91	8,482.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,100.91

Lic. Carlos Humberto Gutiérrez
Jefe de Dep. de Recursos Humanos

Lic. Rafael Barahona Gómez
Vice Rector Administrativo

Lic. Carmen Isolina López Viza
Jefe del Dep. de Admón. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 36

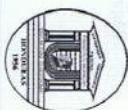
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
JEFE DE SECCIÓN DE TEC. ALIM												
CD157	JEFE DE SECCIÓN DE TEC. ALIM	47,617.17	24,644.31	11,604.65	16,246.51	6,382.56	1,740.70	11,604.65	0.00	38.10	0.00	47,617.17
CT002	CATEDRÁTICO TIEMPO COMPLETO	31,796.75	23,594.01	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,796.75
CD089	ASISTENTE TECN. ASUNTOS VRAID	51,098.57	24,233.50	11,604.65	16,246.51	6,382.56	1,740.70	15,086.05	0.00	38.10	0.00	51,098.57
MT002	MOTONISTA	9,035.29	5,330.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,035.29
AB002	AUXILIAR DE CONTABILIDAD	13,440.54	5,613.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,440.54
OD002	OFICIAL DE EGRESOS	14,391.53	5,341.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,391.53
AX003	AUX. SERV. ADMINISTRATIVOS	11,064.72	4,290.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,064.72
CD150	COORDIN. AREA INFORMAT. EDUCATIV	33,537.45	18,135.26	11,604.65	12,068.84	0.00	1,740.70	8,123.26	0.00	0.00	0.00	33,537.45
CT002	CATEDRÁTICO TIEMPO COMPLETO	40,036.05	8,644.43	11,604.65	16,246.51	8,703.49	3,481.40	0.00	0.00	0.00	0.00	40,036.05
CT002	CATEDRÁTICO TIEMPO COMPLETO	35,974.42	19,682.43	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CO002	CONSERJE	9,748.29	2,048.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,398.18	20,146.47
CT002	CATEDRÁTICO TIEMPO COMPLETO	31,796.75	18,893.01	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,796.75
CT002	CATEDRÁTICO TIEMPO COMPLETO	38,922.74	26,724.60	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	47.16	0.00	38,922.74
CT002	CATEDRÁTICO TIEMPO COMPLETO	31,912.79	28,934.77	11,604.65	18,567.44	0.00	1,740.70	0.00	0.00	0.00	0.00	31,912.79
SL002	ASISTENTE JURIDICO	37,229.44	27,310.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	37,229.44

Lic. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Msc. Rafael Barahona Gómez
Vice-Rector Administrativo

Lic. Carlos Roberto Gutiérrez
Tesorero General de la UPNFM

Lic. Carmen Isolina López Vasea
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

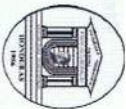
Página 37

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquif.	Vacaciones	Total
CT002	CAEDRATICO TIEMPO COMPLETO	36,021.58	29,196.85	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	47.16	0.00	36,021.58
CT003	CAEDRATICO A MEDIO TIEMPO	14,795.94	13,437.26	5,802.33	8,113.26	0.00	870.35	0.00	0.00	0.00	0.00	14,795.94
SE007	SECRETARIA V	16,587.48	3,768.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,587.48
AI003	AUDITOR II	14,272.18	1,492.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,272.18
BI002	BIBLIOTECARIO I	9,263.29	6,482.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,263.29
CT002	CAEDRATICO TIEMPO COMPLETO	35,974.42	32,671.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CT002	CAEDRATICO TIEMPO COMPLETO	29,591.86	8,410.27	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	29,591.86
SE002	SECRETARIA I	9,749.24	1,063.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,749.24
CG003	COORDINADOR GRUPO MUSICAL	12,826.83	11,551.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,826.83
CD091	ASISTENTE TECNICO	49,319.76	38,720.50	11,604.65	16,246.51	7,543.02	1,740.70	12,184.88	0.00	0.00	0.00	49,319.76
CN003	CONTADOR II	11,810.41	10,208.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,810.41
CN003	CONTADOR II	10,573.28	6,999.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,573.28
VI002	VIGILANTE	9,035.29	6,139.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,637.64	18,672.93
SE002	SECRETARIA I	9,723.29	4,157.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,723.29
CD091	ASISTENTE TECNICO	48,159.30	28,394.85	11,604.65	16,246.51	8,382.56	1,740.70	12,184.88	0.00	0.00	0.00	48,159.30

Lc. Raúl Octavio Turcios Basalgon
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Lc. Carmen Judith López Viera
Jefe de Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 38

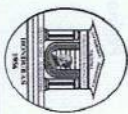
PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	31,796.75	11,923.01	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,796.75
CD098	JEFE DE SECCIÓN DE SOCIALES	45,838.37	39,456.19	11,604.65	16,246.51	6,382.56	0.00	11,604.65	0.00	0.00	0.00	45,838.37
CT003	CATEDRÁTICO A MEDIO TIEMPO	15,028.03	13,650.79	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,028.03
CT002	CATEDRÁTICO TIEMPO COMPLETO	35,974.42	32,521.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CT002	CATEDRÁTICO TIEMPO COMPLETO	35,974.42	32,451.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CO002	CONSERJE	9,400.91	3,259.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,027.64	19,428.55
ST001	SECRETARÍA DEL RECTOR	12,746.42	9,308.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,596.18	26,342.60
CT003	CATEDRÁTICO A MEDIO TIEMPO	17,116.87	14,572.52	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	17,116.87
CD090	ASISTENTE TECNOLÓGICOS VINC.	58,603.49	50,717.21	11,604.65	18,567.44	9,863.95	3,481.40	15,086.05	0.00	0.00	0.00	58,603.49
8002	BIBLIOTECARIO I	11,560.56	7,309.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,560.56
CD091	ASISTENTE TÉCNICO CATEDRÁTICO TIEMPO	46,418.60	31,716.11	11,604.65	16,246.51	6,382.56	0.00	12,184.88	0.00	0.00	0.00	46,418.60
CT002	CATEDRÁTICO TIEMPO COMPLETO	37,134.88	19,032.83	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	37,134.88
AP002	ANALISTA PROGRAMADOR	19,094.34	11,575.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,094.34
CT003	CATEDRÁTICO A MEDIO TIEMPO	17,116.87	9,380.52	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	17,116.87
CT002	CATEDRÁTICO TIEMPO COMPLETO	35,974.42	14,507.44	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42

Lic. Raúl Octavio Torres Ballesteros
Jefe Depto. De Recursos Humanos

Msc. Gisela Escobar Gómez
Vice Rector Administrativo

Lic. Carmen Guzmán López Vázquez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 39

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	34,477.61	18,285.49	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	243.89	0.00	34,477.61
CT002	CATEDRATICO TIEMPO COMPLETO	35,974.42	27,035.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CT002	CATEDRATICO TIEMPO COMPLETO	37,134.88	29,026.45	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	37,134.88
CT002	CATEDRATICO TIEMPO COMPLETO	35,974.42	8,399.28	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CT002	CATEDRATICO TIEMPO COMPLETO	37,134.88	21,209.27	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	37,134.88
J0002	JEFE DEPARTAMENTO DIRECTOR TECNOLOGIAS DE INFORM	31,984.86	13,224.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	31,984.86
CD044	CATEDRATICO TIEMPO COMPLETO	55,702.33	41,374.14	11,604.65	16,246.51	6,382.56	1,740.70	19,727.91	0.00	0.00	0.00	55,702.33
CT002	CATEDRATICO TIEMPO COMPLETO	35,974.42	17,512.18	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
V002	VIGILANTE	9,035.29	8,260.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,035.29
CT002	CATEDRATICO TIEMPO COMPLETO	37,134.88	28,564.09	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	37,134.88
CT002	CATEDRATICO TIEMPO COMPLETO	32,957.21	28,095.63	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	0.00	32,957.21
CT002	CATEDRATICO TIEMPO COMPLETO	35,974.42	28,054.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CD111	SECRETARIO DEPARTAMENTO MATEMA	46,418.60	35,459.11	11,604.65	16,246.51	7,543.02	0.00	11,024.42	0.00	0.00	0.00	46,418.60
CD156	JEFE DE SECCION DE TECNICA IND	48,739.53	38,379.37	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	0.00	48,739.53
CT002	CATEDRATICO TIEMPO COMPLETO	35,974.42	28,303.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42

Lic. Raúl Barahona Gómez
Jefe Depto. De Recursos Humanos
Vice Rector Administrativo

Lic. Carmelita Martínez Vázquez
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 40

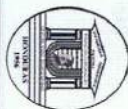
PLANILLA DE PAGO MES DE ENERO DEL 2014

Código	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
002	CATEDRATICO TIEMPO COMPLETO	37,134.88	22,345.77	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	37,134.88
002	ASEADORA	9,035.29	8,760.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,035.29
001	COORDINADOR DE CARRERA EDUCACI	43,517.44	23,896.33	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	0.00	0.00	43,517.44
002	CATEDRATICO TIEMPO COMPLETO	31,796.75	18,470.20	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,796.75
005	SECRETARIA/CATEDRATICO TIEMPO COMPLETO	10,093.23	6,911.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,093.23
002	CATEDRATICO TIEMPO COMPLETO	37,134.88	19,546.22	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	37,134.88
002	CATEDRATICO TIEMPO COMPLETO	30,056.05	22,297.89	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	30,056.05
004	JEFE DEL LABORATORIO DE COMERCIO	45,258.14	27,198.82	11,604.65	16,246.51	7,543.02	1,740.70	8,123.26	0.00	0.00	0.00	45,258.14
001	OFICIN. J. ARREDCO CATEDRATICO TIEMPO COMPLETO	20,250.53	13,596.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,250.53
002	CATEDRATICO TIEMPO COMPLETO	29,591.86	22,356.51	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	29,591.86
004	CATEDRATICO POR HORA	8,720.00	4,260.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,720.00
002	OFICIAL DE PERSONAL	17,587.79	3,049.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,760.31	36,348.10
001	OFICIAL DE TECNOLOGIA	17,494.77	7,345.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,494.77
002	CATEDRATICO TIEMPO COMPLETO	37,134.88	11,504.06	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	37,134.88
002	CATEDRATICO TIEMPO COMPLETO	31,796.75	29,078.01	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,796.75

Raúl Octavio Turcios Barahona
Vice Director de Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Lic. Carmelita López Vera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

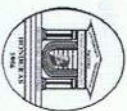
Página 41

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquif.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	14,914.30	13,546.16	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	14,914.30
TM001	TECN.MANTENIM.EQUIPO Y SISTEMA	11,576.83	3,018.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,576.83
AD002	AUXILIAR ADMINISTRATIVO	9,694.81	6,606.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,694.81
CD152	JEFE DE SECCION DE COMERCIAL	48,739.53	36,747.69	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	0.00	48,739.53
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,454.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT003	CATEDRATICO A MEDIO TIEMPO	13,925.59	7,716.79	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	0.00	13,925.59
SE006	SECRETARIA DE SEDE	10,468.56	8,887.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,166.46	21,635.02
VI002	VIGILANTE	9,210.98	7,496.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,825.05	19,036.03
CO002	CONSERJE	9,210.98	6,600.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,825.05	19,036.03
EN002	ENFERMERA	17,441.22	9,411.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,603.97	36,045.19
CD172	COORDINADOR DE SEDE SANTA ROSA	33,537.45	16,410.45	11,604.65	12,068.84	0.00	1,740.70	8,123.26	0.00	0.00	0.00	33,537.45
CT002	CATEDRATICO TIEMPO COMPLETO	31,796.75	24,857.01	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,796.75
CT002	CATEDRATICO TIEMPO COMPLETO	31,796.75	10,731.54	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,796.75
CT002	CATEDRATICO TIEMPO COMPLETO	30,056.05	15,731.91	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	30,056.05

L.C. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Msc. Rafael Barahona Gómez
Vice Director Administrativo

L.C. Carmen Lidia Tobías Viera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 42

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	13,127.14	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CD099	JEFE DE SECCION DE NATURALES	46,998.83	42,883.02	11,604.65	16,246.51	7,543.02	0.00	11,604.65	0.00	0.00	0.00	46,998.83
CT002	CATEDRATICO TIEMPO COMPLETO	30,056.05	23,087.57	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	30,056.05
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	14,769.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CD089	ASISTENTE TECN. ASUNTOS VRAO	50,480.23	35,710.24	11,604.65	16,246.51	7,543.02	0.00	15,086.05	0.00	0.00	0.00	50,480.23
CT002	CATEDRATICO TIEMPO COMPLETO	30,056.05	25,956.57	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	30,056.05
CT002	CATEDRATICO TIEMPO COMPLETO	35,974.42	32,671.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	35,974.42
CT003	CATEDRATICO A MEDIO TIEMPO	15,028.03	13,450.19	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,028.03
CT003	CATEDRATICO A MEDIO TIEMPO	15,050.92	13,671.85	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,050.92
CT003	CATEDRATICO A MEDIO TIEMPO	11,859.64	10,735.87	5,802.33	6,034.42	0.00	0.00	0.00	0.00	0.00	0.00	11,859.64
AD004	ADMINISTRADOR DE REDES	13,332.24	12,046.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,332.24
CT003	CATEDRATICO A MEDIO TIEMPO	15,028.03	6,465.37	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,028.03
CT002	CATEDRATICO TIEMPO COMPLETO	34,233.72	31,320.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	34,233.72
CD382	COORDINADOR DE CARRERA ESPAÑOL	37,599.07	25,678.51	11,604.65	12,068.84	6,382.56	0.00	7,543.02	0.00	0.00	0.00	37,599.07
CT002	CATEDRATICO TIEMPO COMPLETO	34,233.72	20,516.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	34,233.72

Msc. Raúl Octavio Irujo Barahona
Jefe Depto. De Recursos Humanos
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPN
Vice Rector de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2014

Página 43

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	35,394.18	21,134.65	11,604.65	16,246.51	7,543.02	0.00	0.00	0.00	0.00	0.00	35,394.18
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	15,350.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	30,056.05	10,381.05	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	30,056.05
CT002	CATEDRATICO TIEMPO COMPLETO	30,056.05	18,831.78	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	30,056.05
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	12,420.75	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	27,851.16	23,198.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	27,851.16
OA002	OFICIAL ADMINISTRATIVO I	16,891.86	15,467.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,891.86
MO002	MEDICO ODONTOLOGO	17,000.69	10,050.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,000.69
SE004	SECRETARIA III	9,425.09	3,704.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,425.09
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
SE002	SECRETARIA I	8,542.84	1,824.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84
CT002	CATEDRATICO TIEMPO COMPLETO	27,851.16	25,448.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	27,851.16
CN002	CONTADOR I	9,871.47	8,105.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,871.47
CO002	CONSERJE	8,542.84	3,044.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84
CO009	ASISTENTE TECNICO	40,036.04	26,821.53	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	40,036.04

Mic: Rafael Barahona Gomez
Vice Rector Administrativo

Lic. Raul Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Lic. Carmen Isolina Lopez Vesa
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 44

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
B002	BIBLIOTECARIO I	8,542.84	4,947.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,695.23	14,238.07
C0002	CONSERJE	8,542.84	7,169.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84
M1002	MOTONISTA CATEDRATICO TIEMPO COMPLETO	8,542.84	1,992.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84
CT002	COMPLETO	34,233.72	30,820.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	34,233.72
ID002	TRANSCRIPTOR DE DATOS	9,482.64	5,306.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,482.64
B002	BIBLIOTECARIO I	8,542.84	8,245.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84
A0005	ADMINISTRADOR DE SISTEMA CATEDRATICO TIEMPO COMPLETO	9,982.64	5,218.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,982.64
CT002	COMPLETO	23,673.49	15,821.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
T0001	TECNICO SOPORTE REDES Y PCS CATEDRATICO TIEMPO COMPLETO	12,400.24	8,277.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,400.24
CT002	COMPLETO	34,233.72	26,736.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	34,233.72
CT003	CATEDRATICO A MEDIO TIEMPO	17,116.87	10,662.52	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	17,116.87
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	19,883.16	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
T0001	TECNICO SOPORTE REDES Y PCS	9,715.88	8,760.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,715.88
CT003	CATEDRATICO A MEDIO TIEMPO	13,925.59	10,416.18	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	0.00	13,925.59
CT003	CATEDRATICO A MEDIO TIEMPO	13,925.59	11,636.54	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	0.00	13,925.59

Lic. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

Lic. Carmen Rosalina López Vela
Jefe del Depto. de Admon. General



Página 45

Items	Total
0.00	8,562.84
0.00	9,210.98
125.70	13,668.54
0.00	23,673.49
0.00	23,673.49
0.00	23,673.49
0.00	27,851.16
0.00	23,673.49
0.00	23,673.49
0.00	16,989.21
0.00	8,562.84
0.00	27,851.16
0.00	27,851.16
0.00	12,674.48



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 46

PLANILLA DE PAGO MES DE ENERO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
C0091	ASISTENTE TECNICO	40,036.04	30,515.16	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	40,036.04
A0002	AUDITOR I	8,137.13	4,425.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,137.13
CT002	CATEDRATICO TIEMPO COMPLETO	18,938.79	17,248.69	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	18,938.79
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,066.04	22,885.76	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	25,066.04
CT002	CATEDRATICO TIEMPO COMPLETO	27,851.16	24,448.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	27,851.16
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	18,938.79	17,248.69	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	18,938.79
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	20,104.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	15,072.12	13,691.35	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	15,072.12
T0002	TRANSCRIPTION DE DATOS	10,830.07	8,296.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,830.07
CT002	CATEDRATICO TIEMPO COMPLETO	16,571.44	14,070.72	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	16,571.44
CT002	CATEDRATICO TIEMPO COMPLETO	15,689.49	14,259.33	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	15,689.49

Lic. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Jefe del Depto. de Admon. General





Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
AD002	AUXILIAR ADMINISTRATIVO	8,000.00	5,766.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,000.00
AD002	AUXILIAR ADMINISTRATIVO	12,000.00	11,825.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,000.00
BI002	BIBLIOTECARIO I	7,312.04	7,037.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,312.04
CI002	COORDINADOR LABORATORIO COMPUT	9,969.71	8,994.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,969.71
CI002	CATEDRATICO TIEMPO COMPLETO	17,731.91	10,255.62	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	17,731.91
CI002	CATEDRATICO TIEMPO COMPLETO	8,995.93	1,951.26	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	8,995.93
CI002	CATEDRATICO TIEMPO COMPLETO	8,076.84	7,255.69	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	8,076.84
CI002	CATEDRATICO TIEMPO COMPLETO	9,469.40	8,536.85	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	9,469.40
CI002	CATEDRATICO TIEMPO COMPLETO	5,570.23	485.35	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	5,570.23
CI002	CATEDRATICO TIEMPO COMPLETO	6,777.12	6,065.52	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	6,777.12
AP002	ANALISTA PROGRAMADOR TOTAL GENERAL	11,849.39	11,574.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,849.39
		22,161,923.59	13,343,376.08	4,829,612.54	6,145,127.06	2,505,153.99	2,448,360.53	1,507,582.47	24,500.00	254,806.81	661,045.99	22,822,969.58


 L. Raúl Octavio Turcios Barahona
 Jefe Depto. De Recursos Humanos



 L. Carlos Humberto Gutiérrez
 Tesorero General de la UTELEM



 L. Carmen Socolina Lopez Viza
 Jefe Depto. de Admon. General



 Msc. Rafael Barahona Gómez
 Vice Rector Administrativo
