



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Mientas Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Declina Cuanto	Vacaciones	Total
M003	MOTONISTA I	20.544.71	1.591.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,544.72	0.00	20,544.71
S007	SECRETARIA V	25,500.81	11,506.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,500.82	0.00	25,500.81
S006	SECRETARIA IV	20,895.97	5,199.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,895.98	22,289.03	43,185.00
J002	EFEE DE SECCION CATEDRATICO TEMPORAL	22,685.33	8,949.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,685.34	0.00	22,685.33
C002	COMPLETO	34,065.34	12,024.87	11,604.85	12,068.84	6,382.55	3,482.40	0.00	0.00	577.80	34,065.34	0.00	34,065.34
S004	SECRETARIA III	21,375.96	10,303.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,375.96	0.00	21,375.96
S003	SECRETARIA II	20,690.26	1,250.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,690.26	0.00	20,690.26
C003	COMPLETO I	23,213.19	8,274.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,213.20	0.00	23,213.19
S004	SECRETARIA II	21,435.66	9,363.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,435.66	0.00	21,435.66
O002	OFICIAL DE REGISTRO COORDINACION VENTAS	20,914.58	3,620.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,914.58	0.00	20,914.58
C003	LIBRETA	21,769.99	3,862.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,770.00	0.00	21,769.99
S003	SECRETARIA II	20,109.22	2,395.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,109.22	0.00	20,109.22
S003	SECRETARIA II	19,282.40	5,423.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,282.40	0.00	19,282.39
S007	SECRETARIA V	26,485.96	14,237.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,485.96	0.00	26,485.96
S004	SECRETARIA II	20,293.80	1,001.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,293.80	0.00	20,293.79

L.C. Rafael Octavio Turcios Barahona
 JEFE DEPTO. DE RECURSOS HUMANOS

L.C. Carmen Izolinda López Vique
 JEFE DEPTO. DE ASESORIA JURIDICA



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
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0002	JEFE DE SECCION	31,044.11	23,285.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	31,044.12	0.00	31,044.13
SE02	SECRETARIA 1	20,089.59	881.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,089.60	0.00	20,089.59
SE03	SECRETARIA 4	18,659.99	10,657.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,660.00	0.00	18,659.99
DA01	OFICIAL ADMINISTRATIVO	27,677.11	6,594.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,677.12	0.00	27,677.11
NI01	RECEPCIONISTA	20,346.92	3,258.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,346.92	0.00	20,346.92
AN02	AUXILIAR DE SERVICIOS ESPECIAL	18,770.67	3,923.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,770.68	0.00	18,770.67
AN03	AUX SERV ADMINISTRATIVO	17,514.12	590.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,514.12	0.00	17,514.12
CO02	CONJURE	15,433.57	10,021.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,433.58	0.00	15,433.57
CO02	CONJURE	15,302.54	2,268.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,302.54	0.00	15,302.54
AN03	AUX SERV ADMINISTRATIVO	19,985.38	2,268.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,985.38	0.00	19,985.38
AN02	AUXILIA ADMINISTRATIVO	17,266.19	2,700.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,266.20	0.00	17,266.19
ST03	SECRETARIA DE RECTORIA	21,540.21	5,024.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,540.22	0.00	21,540.21
ON02	OFICIAL DE NOMINAS	40,442.11	13,794.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40,442.12	0.00	40,442.11
AN03	ADMINISTRADOR	41,159.03	4,134.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40,804.97	0.00	41,159.03
CO02	COORDINADOR ADMINISTRATIVO	22,706.97	7,677.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,706.98	0.00	22,706.97

L.C. RAUL OCTAVIO TORRES SERRANO
Jefe Depto. De Recursos Humanos

Mtz. Josef Doraiana Gómez
Vice Rector Administrativo

Lic. Gerardo Navarro Gutiérrez
Rector General de la UPNFM


Lic. Carmen Escobar López
Jefe del Depto. de Admón. Central



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Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Mechos Prof.	Almas Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Victimaciones	Total
SE09	SECRETARIA IV	20,807.15	30,951.53	0.00	0.00	0.00	0.00	0.00	0.01	0.00	20,607.16	0.00	20,807.15
AS01	ALUMBA	17,314.07	30,154.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,314.08	0.00	17,314.07
OR03	OFICIAL DE INFORMACION	21,440.93	10,188.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,440.94	0.00	21,440.93
IC02	FEI DEPARTAMENTO	43,796.36	11,948.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	43,796.36	0.00	43,796.36
BI04	BIBLIOTECARIA II	21,966.55	6,175.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,966.56	0.00	21,966.55
SI02	SECRETARIA I	18,750.73	131.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,750.74	0.00	18,750.73
CO04	CALIBRO PADRONA RECTOR	18,656.30	1,067.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,656.30	0.00	18,656.30
CI02	CATEDRATICO TEMPO COMPLETO	57,693.02	36,245.03	11,604.65	18,507.44	9,863.95	17,406.98	0.00	250.00	0.00	57,693.02	0.00	57,693.02
CI02	CATEDRATICO TEMPO COMPLETO	57,729.47	43,682.18	11,604.65	18,248.51	9,863.95	17,406.98	0.00	250.00	2,357.88	28,800.49	0.00	57,729.47
CI02	CATEDRATICO TEMPO COMPLETO	50,463.36	839.30	15,604.65	12,008.84	7,543.02	17,406.98	0.00	250.00	1,580.87	50,463.36	0.00	50,463.36
BI04	BIBLIOTECARIA II	20,540.73	8,099.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,540.74	0.00	20,540.73
CI02	CATEDRATICO TEMPO COMPLETO	57,696.51	4,899.77	11,604.65	18,248.51	9,863.95	17,406.98	0.00	250.00	2,326.42	57,696.52	0.00	57,696.51
CI02	CATEDRATICO TEMPO COMPLETO	56,030.53	9,518.33	11,604.65	16,248.51	8,703.49	17,406.98	0.00	250.00	1,811.90	56,030.54	0.00	56,030.53
CO05	DIRECTOR INTERIMAY EVALUAC.	83,760.01	75,532.16	11,604.65	16,748.51	9,203.49	15,086.05	90,177.09	250.00	1,697.72	83,760.02	0.00	83,760.01
CO05	JEFE DE PRACTICA DOCENTE	59,917.36	22,783.18	11,604.65	12,628.64	3,762.50	17,406.98	8,133.26	250.00	1,760.14	59,917.36	0.00	59,917.36



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 Jefe Depto. De Recursos Humanos



 L.C. Carmen Isolina Liles
 Vice Rector Administrativo



 L.C. Desiderio Gaiterrez
 Rector General de la UPNFM



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PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Abon Serv.	Cargos	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
CT023	CATEDRATICO TIEMPO COMPLETO	57,273.80	21,534.90	11,604.65	16,246.51	9,863.95	37,406.98	0.00	250.00	1,901.71	57,273.80	0.00	57,273.80
DO206	Jefe Depto. de Asesoría Psicológica	78,704.51	71,661.15	11,604.65	18,597.44	12,184.88	37,406.98	16,826.74	250.00	1,863.47	78,704.51	0.00	78,704.51
CT002	CATEDRATICO TIEMPO COMPLETO	48,177.91	26,881.40	11,604.65	18,597.44	11,074.42	3,481.40	0.00	0.00	500.00	48,177.91	0.00	48,177.91
CT002	CATEDRATICO TIEMPO COMPLETO	55,853.26	42,148.00	11,604.65	16,246.51	8,703.49	17,406.98	0.00	250.00	1,643.63	55,853.26	0.00	55,853.26
CT002	CATEDRATICO TIEMPO COMPLETO	61,821.28	29,228.00	11,604.65	18,597.44	12,184.88	17,406.98	0.00	250.00	1,867.33	61,821.28	0.00	61,821.28
CO001	DIRECTOR DE FUNCIONAMIENTO U.P.N.	80,195.81	67,213.26	11,604.65	12,088.84	6,703.49	17,406.98	27,853.16	250.00	2,310.69	80,195.81	0.00	80,195.81
CO045	COORDINADOR ACADÉMICO DE INVESTIGACIÓN	60,676.55	2,753.00	11,604.65	0.00	9,863.95	17,406.98	19,277.91	250.00	1,813.08	0.00	0.00	60,676.55
CO016	SECRETARIO GENERAL	76,828.68	45,106.00	11,604.65	16,246.51	8,703.49	10,644.19	27,853.16	250.00	1,779.68	76,828.68	0.00	76,828.68
CO042	COORDINADOR ACADÉMICO DEL DEPARTAMENTO	67,938.21	21,251.04	11,604.65	16,246.51	12,184.88	37,406.98	8,123.25	250.00	2,131.93	67,938.21	0.00	67,938.21
CO042	DIRECTORA ADMINISTRATIVA DEPARTAMENTO DE INVESTIGACIÓN	76,234.50	52,896.19	11,604.65	16,246.51	8,703.49	17,406.98	19,277.91	250.00	2,294.96	76,234.50	0.00	76,234.50
CT002	CATEDRATICO TIEMPO COMPLETO	51,254.42	35,340.52	11,604.65	16,246.51	9,863.95	12,765.12	0.00	250.00	524.19	51,254.42	0.00	51,254.42
CO008	VICERRECTOR ACADÉMICO	88,496.25	61,351.26	11,604.65	16,246.51	8,703.49	17,406.98	37,483.02	250.00	1,791.60	88,496.25	0.00	88,496.25
CT002	CATEDRATICO TIEMPO COMPLETO	60,214.90	40,926.57	11,604.65	18,597.44	11,074.42	17,406.98	0.00	250.00	1,661.41	60,214.90	0.00	60,214.90
CT002	CATEDRATICO TIEMPO COMPLETO	52,183.13	44,713.48	11,604.65	18,597.44	2,543.02	12,765.12	0.00	250.00	1,482.90	52,183.13	0.00	52,183.13
CO007	COORDINADOR GENERAL DE ADMINISTRACIÓN	46,382.50	44,773.69	11,604.65	12,088.84	13,927.51	17,406.98	0.00	250.00	1,648.47	46,382.50	0.00	46,382.50

Lic. Rafael Octavio Turiso Barahona
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CT036	EFE DE MAJES DE MATRIZ	60,058.93	28,534.78	11,604.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,901.71	60,058.93	0.00	60,058.93
CT002	CATEDRANTEO TRUENO COMPLETO	53,415.14	48,502.38	11,604.65	16,246.51	6,182.56	17,406.98	0.00	250.00	1,524.44	53,415.14	0.00	53,415.14
CO012	DIRECTOR/ADMINSTRADOR A/C DE	88,889.50	59,869.37	11,604.65	16,246.51	11,024.42	17,406.98	30,122.09	250.00	2,184.85	88,889.50	0.00	88,889.50
CT012	CATEDRANTEO TRUENO COMPLETO	50,913.43	15,324.84	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	879.47	50,913.44	0.00	50,913.43
CT012	CATEDRANTEO TRUENO COMPLETO	51,779.84	24,739.07	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,345.88	51,779.84	0.00	51,779.84
CO001	RECTOR/AN	96,540.85	79,708.03	11,604.65	16,246.51	9,983.95	17,406.98	39,455.81	250.00	1,712.95	96,540.86	0.00	96,540.85
CO011	EFE DE PISO RECIBOS HUMANOS	68,450.57	23,781.07	11,604.65	12,068.84	8,703.49	17,406.98	16,826.24	250.00	1,589.87	68,450.58	0.00	68,450.57
CO017	COORDINADOR ADMINISTRATIVO	88,842.31	75,004.70	11,604.65	16,246.51	8,703.49	17,406.98	32,483.02	250.00	2,137.66	88,842.32	0.00	88,842.31
CT010	CATEDRANTEO TRUENO COMPLETO	52,320.11	25,520.13	11,604.65	16,246.51	7,543.07	17,406.98	0.00	250.00	1,569.88	52,320.12	0.00	52,320.11
CT010	CATEDRANTEO TRUENO COMPLETO	51,623.83	45,256.13	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,589.87	51,623.84	0.00	51,623.83
CO047	ASISTENTE TECNICO ACADÉMICO	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	59,072.16	0.00	59,072.16
CT010	CATEDRANTEO TRUENO COMPLETO	51,711.73	31,254.54	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,677.77	51,711.74	0.00	51,711.73
CT002	CATEDRANTEO TRUENO COMPLETO	57,163.69	38,973.69	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,791.60	57,163.70	0.00	57,163.69
CT003	CATEDRANTEO TRUENO COMPLETO	47,437.02	42,897.06	11,604.65	16,246.51	10,444.19	17,406.98	0.00	250.00	1,348.65	47,437.02	0.00	47,437.02
PROF COMPLETO		54,653.97	14,540.80	11,604.65	16,246.51	15,837.02	17,406.98	0.00	250.00	1,402.81	54,653.98	0.00	54,653.97

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

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CT02	CATEDRANTE TIEMPO COMPLETO	53,640.75	24,427.33	11,604.65	16,248.51	6,703.49	15,096.05	0.00	250.00	1,750.05	53,640.76	0.00	53,640.75
CT02	CATEDRANTE TIEMPO COMPLETO	57,383.91	52,048.20	11,604.65	16,567.44	7,543.02	17,406.98	0.00	250.00	2,011.42	57,383.92	0.00	57,383.91
CT02	CATEDRANTE TIEMPO COMPLETO	53,208.24	30,061.74	11,604.65	12,068.84	9,863.95	17,406.98	0.00	250.00	2,011.82	53,208.24	0.00	53,208.24
CO080	COORDINADOR DE PROGRAMAS	74,926.92	21,546.98	11,604.65	12,068.84	9,863.95	17,406.98	21,468.00	250.00	2,363.50	74,926.52	0.00	74,926.52
CT02	CATEDRANTE TIEMPO COMPLETO	57,289.59	42,922.14	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,897.44	57,289.54	0.00	57,289.53
CT02	CATEDRANTE TIEMPO COMPLETO	54,446.12	40,589.88	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,794.96	54,446.12	0.00	54,446.12
CO087	SECRETARIO CENTRO INV INV EDUC	67,290.11	43,000.63	11,604.65	12,068.84	8,703.49	17,406.98	15,666.28	250.00	1,589.47	67,290.12	0.00	67,290.11
CO080	ASE DEPARTAMENTO ART	56,796.51	13,340.86	11,604.65	12,068.84	7,543.02	8,123.26	16,826.74	0.00	610.00	56,796.52	0.00	56,796.51
CT02	CATEDRANTE TIEMPO COMPLETO	51,091.58	35,103.81	11,604.65	18,567.44	7,543.02	12,765.12	0.00	250.00	861.35	49,270.66	0.00	51,091.58
CT02	CATEDRANTE TIEMPO COMPLETO	40,339.11	27,854.34	11,604.65	12,068.84	7,543.02	17,406.98	0.00	250.00	1,485.62	48,818.38	0.00	50,309.11
CO084	DIRECTOR DE EXTENSION	75,630.84	43,083.75	11,604.65	16,507.44	6,703.49	15,096.05	19,722.24	250.00	1,691.30	75,630.84	0.00	75,630.84
CT02	CATEDRANTE TIEMPO COMPLETO	15,040.00	3,349.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,040.00
CT02	CATEDRANTE TIEMPO COMPLETO	19,873.10	16,795.42	11,604.65	12,068.84	0.00	15,096.05	0.00	250.00	863.56	19,873.10	0.00	19,873.10
CT02	CATEDRANTE TIEMPO COMPLETO	57,179.42	36,349.30	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,807.33	54,858.50	0.00	57,179.42
CT02	CATEDRANTE TIEMPO COMPLETO	58,551.13	28,887.93	11,604.65	16,567.44	8,703.49	17,406.98	0.00	250.00	1,618.57	58,551.14	0.00	58,551.13

[Signature]
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[Signature]
Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPELMA
Lic. Carmen Dolores Vique
Rte del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

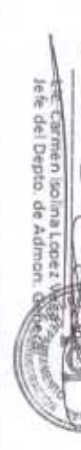
PLANILLA DE PAGO MES DE JUNIO DEL 2014

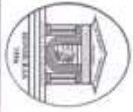
Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Valor Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vencidos	Total
CP005	JEF. CENTRO EDUCACIONAL	59,196.09	42,953.85	11,604.05	12,098.84	6,392.56	10,444.19	16,826.74	250.00	1,619.11	59,196.10	0.00	59,196.09
HN00	INSTRUCTA	15,947.81	4,907.29	11,004.03	0.00	0.00	3,481.49	0.00	0.00	861.76	15,947.82	0.00	15,947.81
CT002	CATEDRATICO TITULAR COMPLETO	49,638.09	14,202.26	11,904.65	16,246.51	7,543.02	12,795.12	0.00	290.00	1,228.79	49,638.10	0.00	49,638.09
CT002	CATEDRATICO TITULAR COMPLETO	47,382.29	22,281.95	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,294.22	47,382.60	0.00	47,382.59
CD001	ASISTENTE TECNICO	64,688.36	18,665.27	11,404.45	16,246.51	9,663.95	12,795.12	12,184.88	250.00	1,773.25	64,688.36	0.00	64,688.36
CD002	CATEDRATICO TITULAR COMPLETO	51,322.16	40,836.19	11,604.65	16,246.51	7,543.02	15,088.05	0.00	125.00	716.99	49,001.24	0.00	51,322.16
CD003	CATEDRATICO TITULAR COMPLETO	54,513.19	48,430.58	11,604.65	16,246.51	7,543.02	17,466.98	0.00	250.00	1,462.03	54,513.20	0.00	54,513.19
CD004	SECRETARIO JEFE CENTRO UNIVERSITARIO	60,921.98	48,993.67	11,604.65	12,066.84	8,703.49	10,444.19	16,746.51	250.00	1,604.30	60,921.98	0.00	60,921.98
CD004	CATEDRATICO TITULAR COMPLETO	52,809.84	10,294.08	11,404.45	16,246.51	8,703.49	12,795.12	0.00	250.00	869.14	52,809.84	0.00	52,809.84
CD002	CATEDRATICO TITULAR COMPLETO	42,069.60	31,803.69	11,604.65	12,066.84	6,392.56	10,444.19	0.00	250.00	1,319.36	42,069.60	0.00	42,069.60
CD002	CATEDRATICO TITULAR COMPLETO	40,795.52	24,993.95	11,604.65	12,066.84	7,543.02	8,232.26	0.00	250.00	1,209.75	40,795.52	0.00	40,795.52
HN00	INSTRUCTANTE	21,238.69	13,432.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,638.64	0.00	21,238.69
CD004	DIRECTOR DE SERVICIOS ESTUDIALES	76,040.64	68,267.84	11,604.65	16,246.51	8,703.49	17,466.98	19,727.91	250.00	2,101.10	76,040.64	0.00	76,040.64
CD002	CATEDRATICO TITULAR COMPLETO	52,428.67	30,974.88	11,604.65	16,246.51	7,543.02	16,086.05	0.00	250.00	1,696.44	52,428.68	0.00	52,428.67
CD001	DIRECTOR CENTRO DE INVESTIGACIONES	84,236.87	24,478.10	11,604.65	16,246.51	7,543.02	8,232.26	19,277.91	0.00	1,070.92	61,995.34	0.00	64,256.27

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

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

Lic. Carmen Soledad López
 Jefe del Depto. de Admon. de la UPNFM





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargos	Colectivo	Derechos Adquir.	Dinero Cuarto	Vacaciones	Total
CT802	CATEDRATICO TIEMPO COMPLETO	34,183.57	21,798.27	11,604.65	12,068.84	6,382.56	8,481.40	0.00	125.00	521.12	32,442.88	0.00	34,183.57
CT802	CATEDRATICO TIEMPO COMPLETO	49,728.66	33,115.33	11,604.65	18,567.44	7,549.02	30,444.19	0.00	250.00	1,319.36	48,728.86	0.00	49,728.66
CN801	COORDINADOR DE ENSEÑANZA	20,436.46	8,011.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,436.46	0.00	20,436.46
CO808	COORDINADOR DE EVALUACIONES	64,012.66	48,905.10	11,604.65	16,746.51	8,703.49	10,444.19	15,086.05	250.00	1,617.77	64,012.66	0.00	64,012.66
CA801	OFICIAL ADMINISTRATIVO	22,296.30	446.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,296.30	0.00	22,296.30
AD801	ADSCRIBIDA	15,409.69	5,822.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,409.70	0.00	15,409.69
CT803	CATEDRATICO TIEMPO COMPLETO	36,720.14	30,605.33	11,604.65	12,068.84	6,382.56	5,800.33	0.00	0.00	861.76	36,720.14	0.00	36,720.14
SE803	SECRETARIA	18,554.66	242.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,554.66	0.00	18,554.66
REG02	REG DE SECCION	40,274.67	26,748.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40,274.68	0.00	40,274.67
NO002	MEDICO OCCUPACIONAL	31,161.56	9,773.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	31,161.56	0.00	31,161.56
DO119	SECRETARIA DEPARTAMENTO DE HD	59,683.18	26,121.49	11,604.65	16,246.51	8,703.49	10,444.19	11,024.42	250.00	1,409.92	59,683.18	0.00	59,683.18
CT802	CATEDRATICO TIEMPO COMPLETO	47,927.12	22,233.17	11,604.65	16,246.51	7,549.02	10,444.19	0.00	250.00	1,838.75	47,927.12	0.00	47,927.12
SE802	SECRETARIA	16,953.24	2,444.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,953.24	0.00	16,953.24
CT803	CATEDRATICO TIEMPO COMPLETO	45,504.61	38,430.50	11,504.65	16,246.51	6,382.56	10,444.19	0.00	250.00	576.70	45,504.62	0.00	45,504.61
COL14	SECRETARIA DEPARTAMENTO DE HD	24,594.18	2,367.07	11,604.65	16,246.51	6,382.56	8,123.36	11,024.42	250.00	314.60	24,594.18	0.00	24,594.18

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

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

Msc. Nabor Sabarona Gómez
Vice Rector Administrativo

L.C. Carmen Virginia López Vera
Jefe del Depto. de Admon. General de la UPFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Miembros Prof.	Años Serv.	Cargo	Colectivo	Donaciones Adquir.	Declimo Cuarto	Vacaciones	Total
CT00	CATEDRANTE TIEMPO COMPLETO	48,541.57	31,159.74	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,792.79	48,541.56	0.00	48,541.57
CT00	CATEDRANTE TIEMPO COMPLETO	35,974.42	10,813.63	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
OT02	OFICIAL DE PERSONAL CATEDRANTE TIEMPO COMPLETO	24,305.67	2,810.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,305.68	0.00	24,305.67
OT02	OFICIAL ADMINISTRATIVO II	20,712.74	663.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,712.74	0.00	20,712.74
OT02	OFICIAL ADMINISTRATIVO II	18,753.49	4,359.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,753.50	0.00	18,753.49
ED04	DEPARTAMENTO DE EDUCACION TIEMPO COMPLETO	56,542.58	31,700.10	11,604.65	16,246.51	7,543.02	3,481.40	16,826.74	250.00	990.36	56,542.58	0.00	56,542.58
OT02	OFICIAL ADMINISTRATIVO II	40,250.65	19,237.36	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	314.60	40,250.65	0.00	40,250.65
CO05	COORDINADOR SOCIAL	70,306.92	29,097.51	11,604.65	16,246.51	6,382.56	17,406.98	16,826.74	250.00	1,589.48	70,306.92	0.00	70,306.92
CT04	CATEDRANTE TIEMPO COMPLETO	44,189.25	31,688.22	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	671.81	44,189.25	0.00	44,189.25
CT04	CATEDRANTE TIEMPO COMPLETO	19,147.69	17,440.87	5,802.33	8,123.26	0.00	5,272.20	0.00	0.00	0.00	19,147.70	0.00	19,147.69
SE03	SECRETARIA	17,023.84	5,412.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,023.84	18,158.76	35,182.60
CO10	COORDINADOR ADMINISTRATIVO	54,296.62	43,238.89	11,604.65	16,246.51	6,703.49	6,123.76	8,123.26	0.00	1,495.45	54,296.62	0.00	54,296.62
CO02	CONTABLE	15,696.99	2,843.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,697.00	0.00	15,696.99
AV02	AYUDANTE DE ADMINISTRACION	15,363.95	1,340.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,363.96	0.00	15,363.95

[Signature]
Msc. Rafael Barahona Gómez
Vice Rector Administrativo

[Signature]
Lic. Raúl Octavio Fuentes Barahona
Jefe Depto. De Recursos Humanos

[Signature]
Lic. Carmen Lidia López Hernández
Jefe del Depto. de Admon.





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Plazato	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Ados Serv.	Cargo	Colectivo	Derechos Adquic.	Decimo Cuarto	Vacaciones	Total
A2001	ASISTENTE CATEGORICO TIEMPO COMPLETO	28,983.33	6,951.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,983.34	0.00	28,983.33
CT002	PRE DEPARTAMENTO MATEMÁTICAS	44,463.08	77,241.46	11,604.65	16,246.51	7,543.02	8,113.25	0.00	0.00	945.54	44,463.08	0.00	44,463.08
CO001	CATEGORICO A MEDIO TIEMPO	62,665.11	50,956.90	11,604.65	16,246.51	7,543.02	10,444.19	16,816.74	0.00	0.00	62,665.12	0.00	62,665.11
CT003	CATEGORICO TIEMPO COMPLETO	15,207.08	1,146.89	5,402.13	6,034.42	0.00	2,207.17	0.00	0.00	469.16	15,207.08	0.00	15,207.08
CT002	CATEGORICO TIEMPO COMPLETO	46,281.47	28,787.67	11,604.65	16,246.51	5,382.56	10,444.19	0.00	250.00	1,353.56	46,281.48	0.00	46,281.47
CT002	CATEGORICO TIEMPO COMPLETO	52,264.93	39,088.19	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,534.70	52,264.94	0.00	52,264.93
80001	SECRETARIA COORDINADOR PUBLICACIONES	16,741.82	8,327.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,741.82	0.00	16,741.82
CO004	OPERADOR SISTEMA CCA AL SERVICIO ADMINISTRATIVO	42,400.16	38,388.60	11,604.65	12,068.84	0.00	3,481.40	15,086.05	0.00	159.22	42,400.16	0.00	42,400.16
AS001	ASISTENTE VICERRECTORIA ACADÉMICA	17,166.52	4,794.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,166.52	0.00	17,166.52
CO001	CATEGORICO TIEMPO COMPLETO	82,271.08	42,472.19	11,604.65	16,246.51	5,863.95	10,444.19	57,453.02	250.00	1,315.36	82,271.08	0.00	82,271.08
CT002	CATEGORICO TIEMPO COMPLETO	54,555.82	24,095.86	11,604.65	18,567.44	9,863.95	12,765.12	0.00	250.00	1,504.66	54,555.82	0.00	54,555.82
CT002	CATEGORICO TIEMPO COMPLETO	48,788.76	23,868.76	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,539.92	48,788.76	0.00	48,788.76
CT001	CATEGORICO TIEMPO COMPLETO	44,940.22	33,705.00	11,604.65	16,246.51	7,443.02	8,123.26	0.00	250.00	1,072.78	44,940.22	0.00	44,940.22
Total:	Transcurridos de cargo												
	BRUTOS	11,797.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,797.62	0.00	11,797.62

L.C. RAÚL OCTAVIO TORRES ESPINOSA
Jefe Depto. De Recursos Humanos

Msc. Rafael Saborón Gómez
Vice Rector Administrativo

L.C. CARLOS FERNANDO GUTIÉRREZ
Rector General de la UPNMA

L.C. CARLOS FERNANDO LOPEZ VEGA
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

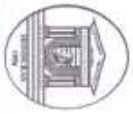
Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Declino Cuanto	Valestones	Total
A003	ASISTENTE	15,363.53	10,270.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,363.54	0.00	15,363.53
A002	ASISTENTE	25,677.27	10,579.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,677.28	0.00	25,677.27
A002	JEFE DE SECCION	28,874.52	337.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,874.52	0.00	28,874.52
C007	DIRECTOR ESPECIAL CLAVE 295	77,791.00	58,906.22	11,604.65	16,246.51	8,701.69	17,406.98	22,048.84	250.00	1,520.53	77,791.00	0.00	77,791.00
C002	CONVITE	15,773.06	13,401.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,773.06	0.00	15,773.06
C002	CATEDRATICO TRIANCO	47,212.90	36,746.32	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,124.53	47,212.90	0.00	47,212.90
S003	SECRETARIA	19,132.12	9,285.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,132.12	0.00	19,132.12
C002	CONVITE	14,996.93	81.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,996.94	0.00	14,996.93
T002	TRANSFERENCIA DE DATOS	17,660.40	8,799.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,660.40	0.00	17,660.40
C002	CONVITE	14,583.39	3,658.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,583.40	0.00	14,583.39
C002	CATEDRATICO TRIANCO	49,252.17	34,859.43	11,604.65	18,567.44	7,543.02	10,444.19	0.00	0.00	1,092.87	49,252.18	0.00	49,252.17
S002	SECRETARIA I	15,402.04	4,797.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,402.04	0.00	15,402.04
C002	CATEDRATICO TRIANCO	48,273.61	43,116.72	11,604.65	12,048.84	4,882.26	17,406.88	0.00	250.00	1,561.58	48,273.62	0.00	48,273.61
C002	CONVITE	12,210.18	21,211.79	11,604.65	12,048.84	4,882.26	10,444.19	0.00	250.00	1,520.53	42,290.16	0.00	42,290.16

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Tesorero General de la UPN FM

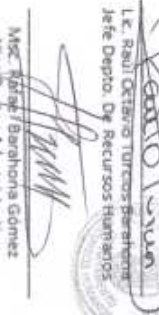
L.C. Karen Johanna Torres
Jefe del Depto. de Admon. Operativa



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Detalle	Saldo Bruto	Saldo Neto	Saldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
SECRETARÍA DEPARTAMENTO URMAS	46,464.88	9,297.05	11,604.65	12,068.84	0.00	30,444.19	11,024.42	250.00	1,072.78	46,464.88	0.00	46,464.88
CT013 CATEGORICO A MEDIO TIEMPO	17,987.22	16,073.24	5,802.33	8,123.26	3,291.28	870.35	0.00	0.00	0.00	17,987.22	0.00	17,987.22
CT002 CATEGORICO TIEMPO COMPLETO	56,729.37	51,946.02	11,604.65	18,567.44	7,543.02	17,400.98	0.00	0.00	1,607.20	55,943.48	0.00	56,729.37
CT002 CATEGORICO TIEMPO COMPLETO	49,279.70	19,810.94	11,604.65	12,068.84	6,582.56	17,400.98	0.00	250.00	1,566.67	49,279.70	0.00	49,279.70
CT017 JEFE DE TALLER DE ELECTRONICA	61,818.44	41,179.40	11,604.65	16,246.51	6,382.56	17,400.98	8,123.26	250.00	1,804.48	61,818.44	0.00	61,818.44
CT002 CATEGORICO TIEMPO COMPLETO	42,124.84	29,621.94	11,604.65	16,246.51	6,382.56	5,802.33	0.00	250.00	1,831.79	42,124.84	0.00	42,124.84
CO010 JEFE DE SECCION DE EDUCACION I	54,123.94	47,203.02	11,604.65	16,246.51	7,543.02	5,802.33	11,404.65	250.00	1,072.78	54,123.94	0.00	54,123.94
TI002 MANEJADOR DE DATOS	21,131.50	1,088.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,131.50	0.00	21,131.50
CT002 CATEGORICO TIEMPO COMPLETO	39,502.09	30,245.40	11,604.65	12,068.84	6,582.56	8,123.26	0.00	250.00	1,072.78	39,502.09	0.00	39,502.09
TI002 TELEFONISTA	15,588.75	9,125.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,588.75	0.00	15,588.75
CO007 JEFE DEPARTAMENTO TECNICA URM	58,463.71	37,314.54	11,604.65	12,068.84	6,582.56	30,444.19	16,826.74	250.00	886.73	58,463.71	0.00	58,463.71
CT002 CATEGORICO TIEMPO COMPLETO	46,405.07	15,353.64	11,604.65	16,246.51	7,543.02	30,444.19	0.00	0.00	566.70	46,405.07	0.00	46,405.07
CT002 CATEGORICO TIEMPO COMPLETO	42,014.42	22,483.90	11,604.65	12,068.84	6,582.56	30,444.19	0.00	250.00	1,264.18	42,014.42	0.00	42,014.42
CO005 JEFE DEPARTAMENTO LETRAS	67,715.07	39,096.40	11,604.65	16,246.51	14,820.49	32,763.12	16,826.74	250.00	1,319.36	65,627.04	0.00	67,715.07
CO002 CATEGORICO TIEMPO COMPLETO	37,162.91	30,754.58	11,604.65	16,246.51	0.00	8,123.26	0.00	250.00	938.49	36,841.98	0.00	37,162.91


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


 Lic. Gertrudis Matamoros Viquez
 Tesorero General de la URMFM


 Msc. Nidia Barahona Gomez
 Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
CS002	COMISION E	18,540.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,540.08	0.00	18,540.08
PL002	PLANEACION	37,304.41	17,330.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	37,304.41	0.00	37,304.41
SE002	SECRETARIA I	17,001.22	516.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,001.22	0.00	17,001.22
SE002	SECRETARIA I	16,474.69	31,027.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,474.69	0.00	16,474.69
SE002	SECRETARIA I	17,598.88	30,411.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,598.88	0.00	17,598.88
BI004	BIROTECNIA II	24,058.78	20,635.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,058.78	0.00	24,058.78
CT002	CATEDRATICO TIEMPO COMPLETO	30,048.03	23,153.19	11,604.65	16,246.51	0.00	1,740.76	0.00	0.00	486.17	30,048.04	0.00	30,048.04
CT006	JEFE DEPARTAMENTO TECNICA INDU	66,169.48	37,797.90	11,604.65	16,246.51	9,863.95	30,444.19	16,494.74	0.00	1,383.44	66,169.48	0.00	66,169.48
CT002	CATEDRATICO TIEMPO COMPLETO	45,016.45	35,756.02	11,604.65	16,246.51	7,543.02	8,121.36	0.00	750.00	1,248.03	45,016.45	0.00	45,016.45
CO047	ASISTENTE TECNICO ACADÉMICO	61,809.28	44,842.54	11,604.65	16,246.51	9,403.95	20,444.19	17,184.58	750.00	1,215.10	61,809.28	0.00	61,809.28
CT002	CATEDRATICO TIEMPO COMPLETO	44,725.84	37,042.02	11,604.65	16,246.51	8,703.49	30,444.19	0.00	350.00	1,477.00	44,725.84	0.00	44,725.84
CT002	CATEDRATICO TIEMPO COMPLETO	44,700.88	21,008.26	11,604.65	16,246.51	7,543.02	8,121.26	0.00	0.00	1,183.44	44,700.88	0.00	44,700.88
CT002	CATEDRATICO TIEMPO COMPLETO	46,339.52	24,373.39	11,604.65	16,246.51	9,863.95	5,802.33	0.00	0.00	501.15	46,339.52	0.00	46,339.52
SO003	SECRETARIA E	18,763.13	2,827.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,763.14	0.00	18,763.13
CT002	CATEDRATICO TIEMPO COMPLETO	52,987.25	47,117.92	11,604.65	16,246.51	8,347.36	17,406.98	0.00	0.00	1,565.55	52,987.26	0.00	52,987.25


 MSc. Piedad Barahona Gómez
 Jefe Depto. De Recursos Humanos
 Vice Rector Administrativo


 Lic. Carlos Jacobo López Vique
 Rector de la UPFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Abon Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
8603	BIENOTECNIA I	18.772,25	575,94	0,00	0,00	0,00	0,00	0,00	0,00	0,00	18.772,25	0,00	18.772,25
CT083	CATEDRATICO A MEDIO TIEMPO	24.079,67	12.816,98	5.802,33	9.283,73	3.271,51	5.222,10	0,00	0,00	0,00	19.263,74	0,00	24.079,67
CO081	SECRETARIO DE CENTRO UNIVERSITARIO	58.570,38	38.749,75	11.604,65	16.246,51	7.243,02	5.800,33	16.246,51	0,00	0,00	58.570,38	0,00	58.570,38
CT082	CATEDRATICO TIEMPO COMPLETO	46.861,35	30.242,92	11.604,65	16.246,51	8.703,49	8.123,26	0,00	0,00	1.103,14	45.801,35	0,00	46.861,35
CT082	CATEDRATICO TIEMPO COMPLETO	44.645,87	26.594,65	11.604,65	16.246,51	7.243,02	8.123,26	0,00	0,00	1.128,43	44.645,87	0,00	44.645,87
AN081	ASISTENTE DE MAINTENIMIENTO	15.411,91	1.773,55	0,00	0,00	0,00	0,00	0,00	0,00	0,00	15.411,91	0,00	15.411,91
AM082	ANALISTA DE MAINTENIMIENTO I	15.043,53	4.674,66	0,00	0,00	0,00	0,00	0,00	0,00	0,00	15.043,53	0,00	15.043,53
CT082	CATEDRATICO TIEMPO COMPLETO	54.379,15	33.117,82	11.604,65	16.246,51	7.243,02	17.405,98	0,00	0,00	1.577,29	54.379,15	0,00	54.379,15
CO083	ASISTENTE TECNICO CATEDRATICO TIEMPO COMPLETO	57.597,69	38.384,38	11.604,65	16.246,51	8.703,49	8.123,26	12.184,88	0,00	714,90	57.597,69	0,00	57.597,69
CT082	CATEDRATICO TIEMPO COMPLETO	45.050,01	30.249,03	11.604,65	16.246,51	6.382,56	10.444,19	0,00	0,00	372,10	45.050,02	0,00	45.050,01
CT082	CATEDRATICO TIEMPO COMPLETO	44.882,02	20.160,22	11.604,65	16.246,51	7.243,02	8.123,26	0,00	0,00	1.384,58	44.882,02	0,00	44.882,02
SO081	SECRETARIA I	17.451,30	262,31	0,00	0,00	0,00	0,00	0,00	0,00	0,00	17.451,30	0,00	17.451,30
VO081	TIPOGRAFICO	48.551,37	13.724,13	0,00	0,00	0,00	0,00	0,10	0,00	0,00	48.551,38	0,00	48.551,37
SO085	SECRETARIA V	19.894,57	10.623,48	0,00	0,00	0,00	0,00	0,00	0,00	0,00	19.894,58	0,00	19.894,57
SO081	SECRETARIA I	44.391,88	25.815,87	0,00	0,00	0,00	0,00	0,00	0,00	0,00	44.391,90	0,00	44.391,88

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

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

Msc. Rafael Barahona Gómez
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

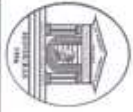
Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargos	Colectivo	Derechos Adquir.	Decimo Cuarto	Valeaciones	Total
SE000	SECRETARÍA I	38.271,08	3.283,81	0,00	0,00	0,00	0,00	0,00	0,00	0,00	14.173,68	0,00	14.173,68
SE005	SECRETARÍA IV	20.421,16	10.237,06	0,00	0,00	0,00	0,00	0,00	0,00	0,00	20.421,16	0,00	20.421,16
CO004	JEFE DEPARTAMENTO TÉCNICO EDUC.	61.985,54	37.644,49	11.604,65	18.567,44	7.541,02	8.122,26	15.086,05	0,00	1.041,12	61.985,54	0,00	61.985,54
CT002	CATEDRÁTICO TÉCNICO COMPLETO	36.623,47	18.509,69	11.604,65	12.058,84	6.382,56	5.802,33	0,00	0,00	765,09	36.623,47	0,00	36.623,47
CO005	DIRECTOR DE EVALUACION	65.870,92	36.671,57	11.604,65	16.246,51	8.203,49	8.122,26	19.222,91	250,00	1.215,10	65.870,92	0,00	65.870,92
CO002	CONSEJERIL	14.313,37	5.794,66	0,00	0,00	0,00	0,00	0,00	0,00	0,00	14.313,37	0,00	14.313,37
CO000	ASISTENTE TECN. ASUNTOS VAC.	58.918,09	38.860,04	11.604,65	16.246,51	9.661,95	5.802,33	16.086,05	0,00	314,49	58.918,09	0,00	58.918,09
MT002	MOTONISTA	16.609,47	1.797,33	0,00	0,00	0,00	0,00	0,00	0,00	0,00	16.609,47	0,00	16.609,47
CT002	CATEDRÁTICO TÉCNICO COMPLETO	30.073,20	20.607,27	11.604,65	12.058,84	6.382,56	8.122,26	0,00	0,00	893,89	30.073,20	0,00	30.073,20
CO113	SECRETARÍA DEPARTAMENTO TECN. AL	58.140,96	20.549,11	11.604,65	16.246,51	7.541,02	10.444,19	11.004,42	0,00	1.278,17	58.140,96	0,00	58.140,96
BO003	BIBLIOTECARIA B	16.646,61	5.649,36	0,00	0,00	0,00	0,00	0,00	0,00	0,00	16.646,61	0,00	16.646,61
CT002	CATEDRÁTICO TÉCNICO COMPLETO	39.447,90	32.596,64	11.604,65	12.058,84	4.382,56	8.122,26	0,00	0,00	1.287,89	39.447,90	0,00	39.447,90
CT002	CATEDRÁTICO TÉCNICO COMPLETO	43.517,44	28.015,49	11.604,65	16.246,51	9.661,95	5.802,33	0,00	0,00	0,00	43.517,44	0,00	43.517,44
CO009	JEFE DEPARTAMENTO CENSOGRÁFICO	62.688,09	41.093,18	11.604,65	16.246,51	8.203,49	8.122,26	16.026,29	0,00	1.183,44	62.688,09	0,00	62.688,09
CO000	ASISTENTE TÉCNICO	91.896,51	9.547,46	11.604,65	12.058,84	6.382,56	8.122,26	12.184,88	0,00	1.041,12	91.896,51	0,00	91.896,51

[Firma]
Lc. Raúl Octavio Turres Barahona
Jefe Depto. De Recursos Humanos

[Firma]
Lc. Dora Hernández Gutiérrez
Tesorero/a del Depto. de la UPNFM

[Firma]
Lc. Carmen Isolación Vera
Jefe del Depto. de Admon.





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
COORD	DIRECTOR DE POST GRADO	64,405.82	34,593.29	11,604.65	16,546.84	8,204.49	5,802.33	16,727.91	0.00	0.00	64,405.82	0.00	64,405.82
COORD	SECRETARIO DEPARTAMENTO COORD	51,561.63	36,670.69	11,604.65	16,346.51	6,367.56	5,802.33	11,024.42	0.00	501.36	51,561.64	0.00	51,561.63
SECRETARIA	SECRETARIA I	17,992.56	8,844.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,992.56	0.00	17,992.56
CATEDRANCO TIEMPO COMPLETO	CATEDRANCO TIEMPO COMPLETO	40,533.21	33,996.51	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	1,183.44	40,533.22	0.00	40,533.21
COORD	COORDINADOR DE INVESTIGACIONES	58,479.42	41,611.32	11,604.65	16,346.51	7,543.02	5,802.33	16,605.74	0.00	466.37	58,479.42	0.00	58,479.42
CATEDRANCO TIEMPO COMPLETO	CATEDRANCO TIEMPO COMPLETO	39,300.87	35,020.65	11,604.65	16,346.51	7,543.02	3,481.40	0.00	0.00	905.29	38,800.65	0.00	39,300.87
COORD	ASISTENTE TECNICO DE TERCER SECCION DE MANTENIMIENTO	49,900.00	44,608.45	11,604.65	16,346.51	6,367.56	3,481.40	12,384.36	0.00	0.00	49,900.00	0.00	49,900.00
COORD	ASISTENTE TECNICO DE TERCER SECCION DE MANTENIMIENTO	44,682.84	36,263.43	11,604.65	12,068.84	0.00	8,123.26	11,604.65	0.00	1,281.44	44,682.84	0.00	44,682.84
CATEDRANCO TIEMPO COMPLETO	CATEDRANCO TIEMPO COMPLETO	49,446.99	27,025.67	11,604.65	16,346.51	7,543.02	12,765.32	0.00	0.00	1,287.69	49,447.00	0.00	49,446.99
CATEDRANCO TIEMPO COMPLETO	CATEDRANCO TIEMPO COMPLETO	36,699.50	11,521.74	11,604.65	12,068.84	6,367.56	5,802.33	0.00	0.00	1,041.12	36,699.50	0.00	36,699.50
CATEDRANCO TIEMPO COMPLETO	CATEDRANCO TIEMPO COMPLETO	40,533.21	37,096.35	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	1,183.44	40,533.22	0.00	40,533.21
CATEDRANCO TIEMPO COMPLETO	CATEDRANCO TIEMPO COMPLETO	37,546.73	25,792.44	11,604.65	12,068.84	7,543.02	5,802.33	0.00	0.00	572.89	37,546.74	0.00	37,546.73
COORD	ASISTENTE TECNICO COORDINADOR DE INVESTIGACIONES	15,765.07	899.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,431.01	0.00	15,765.07
COORD	ASISTENTE TECNICO COORDINADOR DE INVESTIGACIONES	52,691.73	18,165.29	11,604.65	12,068.84	7,543.02	8,123.26	12,184.18	0.00	1,167.08	52,691.74	0.00	52,691.73
COORD	ASISTENTE TECNICO COORDINADOR DE INVESTIGACIONES	62,390.38	4,209.38	11,604.65	12,068.84	7,543.02	8,123.26	21,468.60	0.00	1,582.01	62,390.38	0.00	62,390.38

[Signature]
Lic. Raúl Octavio Turcios Hernández
Jefe Depto. De Recursos Humanos

[Signature]
Lic. Carmen Esquivel López Viquez
Tercera Encargada de la UPMIA

[Signature]
Lic. Carmen Esquivel López Viquez
Jefe del Depto. de Admon. Central



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

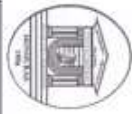
PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Declino Cuarto	Vacaciones	Total
CI000	CATEDRATICO TITULAR COMPLETO	54,414.63	48,001.51	11,604.65	16,246.51	7,543.02	17,405.98	0.00	0.00	1,613.47	54,414.63	0.00	54,414.63
CI002	CATEDRATICO TITULAR COMPLETO	37,157.86	28,607.98	11,604.65	16,246.51	6,382.56	1,790.70	0.00	0.00	1,183.44	37,157.86	0.00	37,157.86
CI001	ASISTENTE TECNICO	49,900.00	24,839.06	11,604.65	16,246.51	6,382.56	3,481.40	12,184.86	0.00	0.00	49,900.00	0.00	49,900.00
CI002	COORDINADOR ADMINISTRATIVO	21,310.58	419.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,310.58	0.00	21,310.58
AI001	AYUDANTE DE ADMINISTRATIVO	14,211.35	2,055.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,211.35
CI003	ART. DE SECCION DE SOCIALES	54,818.52	43,805.64	11,604.65	16,246.51	8,701.49	5,802.33	12,604.65	0.00	856.89	54,818.52	0.00	54,818.52
AI002	ANALISTA PROGRAMADOR	25,017.58	341.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,017.58	0.00	25,017.58
CI002	CATEDRATICO TITULAR COMPLETO	32,252.92	3,650.42	11,604.65	12,268.84	0.00	8,123.26	0.00	0.00	456.17	29,532.00	0.00	31,252.92
BI001	BIOMATECARIO	16,025.79	1,452.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,025.80	0.00	16,025.79
AI002	AYUDANTE I	20,137.77	2,459.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,137.78	0.00	20,137.77
CI002	CATEDRATICO TITULAR COMPLETO	37,087.25	2,376.06	11,604.65	16,246.51	0.00	8,123.26	0.00	0.00	1,092.67	37,207.30	0.00	37,087.25
TI001	OFICIAL DE TENDENCIA	24,583.92	16,975.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,583.92	0.00	24,583.92
CI002	DECANO FACULTAD DE HUMANIDADES	74,883.68	53,642.44	11,604.65	16,246.51	8,703.49	12,785.12	24,584.77	0.00	1,194.14	74,883.68	0.00	74,883.68
CI002	VICE RECTOR ADMINISTRATIVO	78,074.63	48,580.00	11,604.65	16,246.51	8,703.49	8,123.26	32,493.02	0.00	903.30	78,074.64	0.00	78,074.63
CI005	VICE DIRECTOR DE INVESTIGACION	64,107.80	42,163.64	11,604.65	16,246.51	8,703.49	8,123.26	35,345.51	0.00	1,183.44	62,107.86	0.00	62,107.86

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

Lic. Carlos Alberto López Viquez
Jefe del Depto. de Recursos Humanos

Lic. Carmen Socorro López Viquez
Jefe del Depto. de Admón. y Finanzas



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS
PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Mejoras Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
SECRETARIO													
CD120	DEPARTAMENTO ANTE COMPLETO	42,912.60	36,520.04	11,604.65	12,068.84	6,382.56	1,740.70	11,024.42	0.00	91.43	42,912.60	0.00	42,912.60
CD100	CATEGORICO TIEMPO COMPLETO	42,290.40	35,361.62	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	893.89	42,290.40	0.00	42,290.40
CD102	CATEGORICO TIEMPO COMPLETO	43,627.13	28,851.13	11,604.65	16,246.51	6,703.49	5,402.33	0.00	0.00	1,370.15	43,627.13	0.00	43,627.13
CD112	SECRETARIO DEPARTAMENTO COMPLETO	58,595.57	36,997.92	11,604.65	16,246.51	8,703.49	10,444.35	13,024.42	0.00	972.13	58,595.57	0.00	58,595.57
SE802	SECRETARIA CATEGORICO ANTE TIEMPO	15,489.08	3,097.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,489.08	0.00	15,489.08
CD103	CATEGORICO TIEMPO COMPLETO	16,437.64	13,307.80	5,802.19	6,034.42	1,191.28	870.35	0.00	0.00	539.16	16,437.64	0.00	16,437.64
CD102	CATEGORICO TIEMPO COMPLETO	47,890.64	27,383.86	11,604.65	16,246.51	6,382.56	12,785.12	0.00	0.00	891.80	47,890.64	0.00	47,890.64
CD102	CATEGORICO TIEMPO COMPLETO	44,670.09	16,248.77	11,604.65	16,246.51	7,543.02	8,121.26	0.00	0.00	1,152.65	44,670.09	0.00	44,670.09
CD101	COORDINADOR DE CARRERA AREA	49,704.29	31,926.60	11,604.65	16,246.51	7,543.02	5,802.33	7,543.02	0.00	1,024.76	49,704.29	0.00	49,704.29
CD102	CATEGORICO TIEMPO COMPLETO	36,513.67	21,670.58	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	539.25	36,513.67	0.00	36,513.67
CD091	ASISTENTE TECNICO CATEGORICO TIEMPO COMPLETO	56,882.44	53,528.10	11,604.65	12,068.84	11,024.42	8,121.26	12,184.39	0.00	1,676.79	56,882.44	0.00	56,882.44
CD102	CATEGORICO TIEMPO COMPLETO	38,142.66	28,939.94	11,604.65	14,346.31	4,382.54	5,481.40	0.00	0.00	427.54	38,142.66	0.00	38,142.66
CD082	CATEGORICO TIEMPO COMPLETO	46,838.37	37,223.07	11,604.65	18,567.44	3,963.95	5,802.33	0.00	0.00	1,000.00	46,838.37	0.00	46,838.37
CD102	CATEGORICO TIEMPO COMPLETO	25,520.86	12,090.26	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	306.67	25,520.86	0.00	25,520.86
CD104	ADMINISTRADOR DE CARRERA AREA	52,560.83	32,231.28	11,604.65	18,567.44	6,703.49	8,802.33	6,382.56	0.00	1,500.36	52,560.83	0.00	52,560.83

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

Msc. Rafael Barahona Gómez
Vice Jefe de Admin. Administrativa

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

L.C. Carmen Soñina Lopez Vera
Jefe del Depto. de Admin. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Director Admón.	Declino Cuarto	Vincaciones	Total
CT602	DICIONARIO TECNICO COMPLETO	32.201,29	30.279,69	11.604,65	12.068,84	6.382,56	1.740,70	0,00	0,00	404,44	32.201,29	0,00	32.201,29
CS185	COORDINADOR DE CARRERA OPERA	51.039,27	30.776,71	11.604,65	16.246,52	7.543,02	8.122,26	6.382,56	0,00	1.139,27	51.039,28	0,00	51.039,27
CO001	ASISTENTE TECNICO CATEDRATICO TIEMPO COMPLETO	49.084,38	28.611,95	11.604,65	12.068,84	6.382,56	5.802,33	12.184,88	0,00	1.041,12	49.084,38	0,00	49.084,38
CT002	CATEDRATICO TIEMPO COMPLETO	37.615,58	23.366,54	11.604,65	12.068,84	7.543,02	5.802,33	0,00	0,00	586,74	37.615,58	0,00	37.615,58
CT002	CATEDRATICO TIEMPO COMPLETO	32.957,21	23.426,69	11.604,65	12.068,84	7.543,02	1.740,70	0,00	0,00	0,00	32.957,21	0,00	32.957,21
CS188	COORDINADOR DE TRUJAS PRINCIPAL	48.916,80	36.479,59	11.604,65	10.246,51	6.382,56	5.802,33	8.122,26	0,00	777,49	48.916,80	0,00	48.916,80
AS009	ASISTENTE TECNICO PRINCIPAL	12.912,03	3.699,47	0,00	0,00	0,00	0,00	0,00	0,00	0,00	12.912,04	0,00	12.912,03
CS128	COORDINADOR TECNICO CUI	40.186,07	30.976,07	11.604,65	12.068,84	7.543,02	5.802,33	8.122,26	0,00	1.073,57	40.186,08	0,00	40.186,07
CT002	CATEDRATICO TIEMPO COMPLETO	48.195,96	44.115,38	11.604,65	16.246,51	6.382,56	12.795,12	0,00	0,00	1.197,12	48.195,96	0,00	48.195,96
BS002	BRUJUTECARIO I	17.484,02	11.975,12	0,00	0,00	0,00	0,00	0,00	0,00	0,00	17.484,02	0,00	17.484,02
AS002	ASISTENTE ADMINISTRATIVO CATEDRATICO TIEMPO COMPLETO	17.085,86	10.371,59	0,00	0,00	0,00	0,00	0,00	0,00	0,00	17.085,86	0,00	17.085,86
CT002	CATEDRATICO TIEMPO COMPLETO	48.078,77	29.082,45	11.604,65	16.246,51	8.703,49	10.444,19	0,00	0,00	1.079,93	48.078,77	0,00	48.078,77
MO002	MEDICO ODONTOLOGO	23.582,25	5.441,04	0,00	0,00	0,00	0,00	0,00	0,00	0,00	22.776,86	0,00	23.582,25
R005	MAQUINISTA DE BRUJUTICA	16.699,56	180,44	0,00	0,00	0,00	0,01	0,00	0,00	6,00	16.699,56	0,00	16.699,56
AS001	ASISTENTE TECNICO	37.425,93	4.183,01	0,00	0,00	0,00	0,00	0,00	0,00	0,00	34.425,94	0,00	37.425,93

Msc. Sayler Bernalón Gómez
 Vice Rector Administrativo

Lc. Dora Hernández
 Jefe del Depto. de Recursos Humanos

Lc. Carmen Soriana López
 Jefe del Depto. de Admon.



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Mezcl Acad.	Martinos Pref.	Anos Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Variaciones	Total
8005	AYUDANTE DE BIBLIOTECA	18,194.37	11,413.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,194.38	0.00	18,194.37
9004	SECRETARIA II	17,290.31	1,042.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,290.32	0.00	17,290.31
AD07	AYUDANTE	15,634.83	2,291.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,634.84	0.00	15,634.83
CD02	CATEDRATICO TIEMPO COMPLETO	42,856.98	26,440.74	11,604.65	18,567.44	8,701.69	3,481.40	0.00	0.00	500.00	24,909.93	0.00	42,856.98
6001	SUPERVISOR SERVICIOS GENERALES	14,579.27	1,184.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,579.28	0.00	14,579.27
QA01	OFICIAL ADMINISTRATIVO	16,111.11	9,338.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,111.12	0.00	16,111.11
9005	SECRETARIA IV	15,796.60	5,059.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,796.60	0.00	15,796.60
AM03	AYUDA SERVICIO ADMINISTRATIVO	17,793.68	8,250.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,793.68	18,979.99	36,773.67
CM03	AYUDANTE ASISTENTE ACADÉMICO	51,960.90	29,954.48	11,604.65	12,088.84	6,302.56	5,802.33	15,086.05	0.00	1,016.47	51,960.90	0.00	51,960.90
OD03	OFICIAL DE COMPTABILIDAD	14,176.42	801.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,176.42	15,121.51	29,297.93
CD04	CATEDRATICO PENA HORAS COMPLETO	7,330.00	6,079.40	0.00	0.00	0.00	0.00	0.00	0.00	120.00	7,330.00	0.00	7,330.00
CD01	CATEDRATICO TIEMPO COMPLETO	41,297.87	42,570.36	11,604.65	16,346.51	6,380.96	5,802.33	0.00	0.00	1,261.82	41,297.88	0.00	41,297.87
CD02	CATEDRATICO TIEMPO COMPLETO	39,455.22	21,827.80	11,604.65	16,346.51	7,541.02	3,481.40	0.00	0.00	579.64	39,455.22	0.00	39,455.22
CD06	DIRECTOR DE EQUIVOCOS CARRERA	64,405.82	32,381.42	11,604.65	18,367.44	8,701.69	5,802.33	19,272.91	0.00	0.00	64,405.82	0.00	64,405.82
CD12	SECRETARIO	38,245.97	2,981.85	11,604.65	12,088.84	0.00	3,481.40	11,034.42	0.00	66.66	38,245.98	0.00	38,245.97

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

Lc. Carmen Tejada López Vela
 Tesorero General de la UPNFM



MSc. Rafael Barahona Gómez
 Vice Rector Administrativo

Lc. Carmen Tejada López Vela
 Tesorero General de la UPNFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Miembros Prof.	Alfina Serv.	Cargo	Colectivo	Deducciones Adquir.	Decline Cuarto	Vencidos	Total
CT001	CATEDRATICO TIEMPO COMPLETO	25,747.47	23,441.07	11,604.65	12,068.84	0.00	1,281.70	0.00	0.00	313.28	25,747.48	0.00	25,747.47
CT003	CATEDRATICO TIEMPO COMPLETO	41,108.81	3,007.58	11,604.65	16,246.51	7,541.02	5,202.33	0.00	0.00	1,002.30	42,198.82	0.00	41,108.81
CT004	CATEDRATICO TIEMPO COMPLETO	40,704.14	28,690.24	11,604.65	10,246.51	8,202.48	3,481.40	0.00	0.00	723.09	36,586.48	0.00	40,704.14
CT002	CATEDRATICO TIEMPO COMPLETO	36,860.68	9,431.71	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	1,002.30	36,860.68	0.00	36,860.68
CT002	CATEDRATICO TIEMPO COMPLETO	43,540.42	3,330.69	11,604.65	10,246.51	8,202.49	5,802.33	0.00	0.00	1,183.44	43,540.42	0.00	43,540.42
CT002	CATEDRATICO TIEMPO COMPLETO	15,900.65	13,939.60	11,604.65	0.00	0.00	3,481.40	0.00	0.00	814.60	15,900.66	0.00	15,900.65
SE003	SECRETARIA I	14,902.14	1,000.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,902.14	0.00	14,902.14
SE004	SECRETARIA II	17,283.29	5,402.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,283.29	0.00	17,283.29
CT002	CATEDRATICO TIEMPO COMPLETO	52,674.82	47,213.83	11,604.65	16,246.51	6,112.56	17,466.98	0.00	0.02	1,014.12	52,674.82	0.00	51,674.82
CT002	CATEDRATICO TIEMPO COMPLETO	54,903.93	31,509.27	11,604.65	16,246.51	8,703.49	5,802.33	13,604.65	0.00	1,002.30	54,903.94	0.00	54,903.93
CT002	CATEDRATICO TIEMPO COMPLETO	41,221.80	28,275.06	11,604.65	16,246.51	0.00	12,756.12	0.00	0.00	605.52	41,221.80	0.00	41,221.80
CT002	CATEDRATICO TIEMPO COMPLETO	45,205.80	33,150.34	11,604.65	18,567.44	11,024.42	3,481.40	0.00	0.00	527.89	45,205.80	0.00	45,205.80
CT002	CATEDRATICO TIEMPO COMPLETO	41,059.32	16,335.46	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	1,003.27	41,059.32	0.00	41,059.32
CO001	ASISTENTE TECNICO	54,106.88	22,279.50	11,604.65	16,246.51	7,541.02	5,802.33	12,184.86	0.00	725.49	54,106.88	0.00	54,106.88
CT002	CATEDRATICO TIEMPO COMPLETO	47,464.16	18,351.13	11,604.65	16,246.51	7,541.02	5,802.33	0.00	0.00	266.67	47,464.16	0.00	47,464.16

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

L.C. Carmen Soledad Cortés
 Jefe del Depto. de Admón. Clavijero





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Directos Adquir.	Decimo Cuarto	Veraciones	Total
CD01	ORDENADOR FACULTAD DE CIENCIAS Y LETRAS	66,568.58	40,373.09	11,604.65	16,246.51	7,543.02	5,802.33	24,409.77	0.00	1,001.30	66,568.58	0.00	66,568.58
CD06	ASISTENTE TECNICO RECTORIA POSTGRADO	53,961.63	35,414.70	11,604.65	16,246.51	7,543.02	3,481.40	15,096.05	0.00	0.00	53,961.64	0.00	53,961.63
CD06Z	ASISTENTE TECNICO ACADÉMICO USO	55,255.43	28,085.00	11,604.65	16,246.51	8,703.49	3,481.40	15,096.05	0.00	133.33	55,255.44	0.00	55,255.43
CD04	CATEDRÁTICO TIEMPO COMPLETO	37,715.12	27,500.36	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	37,715.12	0.00	37,715.12
CD02	CATEDRÁTICO TIEMPO COMPLETO	42,051.58	19,656.87	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	855.07	42,051.58	0.00	42,051.58
CD02	CATEDRÁTICO TIEMPO COMPLETO	39,375.58	18,441.64	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	500.00	39,375.58	0.00	39,375.58
CD02	CATEDRÁTICO TIEMPO COMPLETO	38,016.23	14,170.95	11,604.65	12,008.84	7,543.02	5,802.33	0.00	0.00	997.28	38,016.24	0.00	38,016.23
CD15L	PROF. DE SECCION DE MATEMÁTICAS	48,739.53	28,040.02	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	48,739.54	0.00	48,739.53
CD02	CATEDRÁTICO TIEMPO COMPLETO	40,891.12	36,374.83	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	855.07	40,891.12	0.00	40,891.12
CD18	PROF. 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	46,565.96	0.00	46,565.95
CD02	CATEDRÁTICO TIEMPO COMPLETO	34,038.60	31,810.10	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	501.15	34,038.60	0.00	34,038.60
CD06L	ASISTENTE TECNICO CATEDRÁTICO TIEMPO COMPLETO	51,915.53	27,638.13	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	855.07	51,915.54	0.00	51,915.53
CD02	CATEDRÁTICO TIEMPO COMPLETO	27,851.16	21,121.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	27,851.16	0.00	27,851.16
CD02	PROFESOR DE MATEMÁTICA	13,294.46	1,738.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,294.46	0.00	13,294.46
SP06	SECRETARIA	34,628.82	2,820.70	0.00	666	0.00	0.00	0.00	0.00	0.00	34,629.92	0.00	34,629.92

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

Lic. Carmen Sofía López Véliz
 Jefe de Depto. de Admin. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Miembros Prof.	Años Serv.	Cargo	Colectivo	Director Adquir.	Declino Cuarto	Vacaciones	Total
CT002	CATEDRANTE TIEMPO COMPLETO	33.801,39	8.022,10	11.604,65	12.068,84	6.382,56	3.481,40	0,00	0,00	263,94	33.801,40	0,00	33.801,39
CO001	ASISTENTE TECNICO	55.069,75	12.308,31	11.604,65	16.246,51	6.703,49	5.802,33	12.184,88	0,00	527,89	55.069,75	0,00	55.069,75
CO001	ASISTENTE TECNICO	51.362,50	8.773,24	11.604,65	16.246,51	7.543,02	3.481,40	12.184,88	0,00	302,04	51.362,50	0,00	51.362,50
CT002	CATEDRANTE TIEMPO COMPLETO	38.875,58	26.816,53	11.604,65	16.246,51	7.543,02	3.481,40	0,00	0,00	0,00	38.875,58	0,00	38.875,58
CO004	JEFE DE SECCION DE CURSOS	45.907,20	41.459,42	11.604,65	12.068,84	6.382,56	3.481,40	11.604,65	0,00	765,10	45.907,20	0,00	45.907,20
CT002	CATEDRANTE TIEMPO COMPLETO	33.801,39	3.684,06	11.604,65	12.068,84	6.382,56	3.481,40	0,00	0,00	263,94	33.801,40	0,00	33.801,39
CT002	CATEDRANTE TIEMPO COMPLETO	41.724,40	23.676,75	11.604,65	18.507,44	7.543,02	3.481,40	0,00	0,00	527,89	41.724,40	0,00	41.724,40
CT002	CATEDRANTE TIEMPO COMPLETO	35.974,42	16.788,15	11.604,65	16.246,51	6.382,56	1.740,70	0,00	0,00	0,00	35.974,42	0,00	35.974,42
CT002	CATEDRANTE TIEMPO COMPLETO	36.554,65	30.020,28	11.604,65	18.507,44	6.382,56	0,00	0,00	0,00	0,00	27.416,00	0,00	36.554,65
CT004	CATEDRANTE TIEMPO COMPLETO	15.180,00	11.963,60	0,00	0,00	0,00	0,00	0,00	0,00	0,00	15.180,00	0,00	15.180,00
CT002	CATEDRANTE TIEMPO COMPLETO	36.275,46	26.179,34	11.604,65	16.246,51	6.382,56	3.240,70	0,00	0,00	302,04	0,00	0,00	36.275,46
CO006	COORDINADOR DE CARRERA	43.354,98	27.402,28	11.604,65	16.246,51	6.382,56	3.240,70	6.382,56	0,00	0,00	42.356,98	0,00	42.356,98
CO002	COORDINADOR DE CARRERA	17.034,87	1.709,47	0,00	0,00	0,00	0,00	0,00	0,00	0,00	16.300,81	0,00	17.034,87
CT002	CATEDRANTE TIEMPO COMPLETO	24.942,08	11.554,13	11.604,65	12.068,84	0,00	1.740,70	0,00	0,00	527,89	25.942,08	0,00	25.942,08
CO003	COORDINADOR DE CARRERA	17.135,38	3.498,80	0,00	0,00	0,00	0,00	0,00	0,00	0,00	17.135,38	0,00	17.135,38


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


 Lc. Carmen Lidia Gutiérrez
 Jefe de Depto. de la UPRFM


 Msc. Rafael Barahona Gómez
 Vice Rector Administrativo


 Lc. Carmen Lidia Gutiérrez
 Jefe de Depto. de Admon. Gen.



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

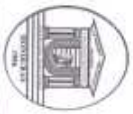
Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Adm. Serv.	Cargo	Colectivo	Omnibus Adquir.	Décimo Cuarto	Veraciones	Total
CI002	CATEDRÁTICO TIEMPO COMPLETO	54,901.63	46,875.13	11,604.65	18,507.84	6,382.56	17,406.98	0.00	0.00	1,000.00	54,901.64	0.00	54,901.63
MI003	SECRETARÍA I	11,560.17	1,794.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,560.18	0.00	11,560.17
CI002	CATEDRÁTICO TIEMPO COMPLETO	23,673.49	21,334.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
CI002	CATEDRÁTICO TIEMPO COMPLETO	38,873.24	11,948.83	11,604.65	18,567.44	6,382.56	1,740.70	0.00	0.00	577.89	38,873.24	0.00	38,873.24
MI002	SECRETARÍA I	12,681.69	657.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,681.70	0.00	12,681.69
CI003	COORDINADOR DE CARRERA ASESIS	42,504.87	13,305.73	11,604.65	12,068.84	7,343.02	3,481.40	7,543.02	0.00	263.94	42,504.88	0.00	42,504.87
CI005	COORDINADOR DE ASUNTOS REGION	48,623.49	18,732.27	11,604.65	12,068.84	7,343.02	1,740.70	13,646.28	0.00	0.00	48,623.50	0.00	48,623.49
CI002	CATEDRÁTICO TIEMPO COMPLETO	37,713.12	8,261.17	11,604.65	16,346.31	6,382.56	3,481.40	0.00	0.00	0.00	37,713.12	0.00	37,713.12
CI002	CATEDRÁTICO TIEMPO COMPLETO	45,006.55	40,086.49	11,604.65	16,346.31	6,382.56	20,444.19	0.00	0.00	310.64	45,006.55	0.00	45,006.55
MI003	SECRETARÍA II	15,334.73	1,028.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,334.74	0.00	15,334.73
MI002	SECRETARÍA I	14,787.54	8,692.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,787.54	0.00	14,787.54
CI002	OPONGIA TRANSCRIPCIÓN	14,091.68	1,326.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,091.68	0.00	14,091.68
MI003	AUXILIA DE SERVICIOS VARIOS	12,433.22	649.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,433.22	0.00	12,433.22
CI002	CONSERJE	12,566.99	3,346.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,567.00	0.00	12,566.99
CI002	CONTADOR	15,588.50	8,634.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,588.50	0.00	15,588.50


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


 Lc. Carlos Roberto Gutiérrez
 Tesorero General de la UPNFM


 Msc. Rafael Barahona Gómez
 Vice Rector Administrativo


 Lc. Carmen Solís Torres
 Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Mantos Prof.	Altos Serv.	Cargo	Colectivo	Derechos Adquir.	Declino Cuarta	Vacaciones	Total
AN001	AUXILIAR DE MANTENIMIENTO	12,611.88	49.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,811.88	0.00	12,811.88
AN003	AUXILIAR ADMINISTRATIVO	13,047.36	285.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,047.36	0.00	13,047.36
OC001	CATEDRADO MAGISTER	12,973.04	397.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,973.04
CT002	CATEDRADO TITULAR COMPLETO	34,037.45	13,028.12	11,604.65	12,088.84	6,382.56	3,481.40	0.00	0.00	500.00	34,037.45	0.00	34,037.45
MA002	AYUDANTE BUCARICA	11,131.10	941.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,131.10	0.00	11,131.10
SO001	SECRETARIA II	13,093.95	1,344.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,093.95	0.00	13,093.95
CO003	COORDINADOR	6,480.00	3,378.00	2,880.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,480.00
CT004	CATEDRADO POR HORA	8,270.00	7,847.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,270.00	0.00	8,270.00
OM001	OFICIAL ADMINISTRATIVO	16,456.22	6,352.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,456.22	0.00	16,456.22
OM001	OFICIAL ADMINISTRATIVO	18,702.59	13,376.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,702.59	0.00	18,702.59
TA001	TECNICO AUTODIDACTA	12,695.52	5,244.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,695.52	0.00	12,695.52
CT002	CATEDRADO TITULAR COMPLETO	35,974.42	21,536.65	13,694.49	16,246.51	6,382.56	1,740.79	0.00	0.00	0.00	35,974.42	0.00	35,974.42
OM003	OFICIAL ADMINISTRATIVO	14,603.11	4,503.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,603.11	0.00	14,603.11
AS002	ASISTENTE	10,906.25	3,907.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,906.25	0.00	10,906.25
9999	DEPARTAMENTO DE RECURSOS HUMANOS	13,012.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,012.00	0.00	13,012.00



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



 L.C. Carmen Isolina Lozano
 Jefe de Depto. de Admon. General



 Msc. Rafael José González
 Vice Rector Administrativo









UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Saldo Bruto	Saldo Neto	Saldo Base	Nivel Acad.	Montos Prod.	Años Serv.	Cargo	Colectiva	Debitos Adquir.	Debito Cuanto	Variaciones	Total
5002	SECRETARIA I	13,271.57	1,480.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,271.58	0.00	13,271.57
5002	SECRETARIA I	14,228.01	\$3,017.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,228.02	0.00	14,228.01
5005	SUPERVISOR ADMINISTRATIVO	13,017.55	7,891.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,017.56	0.00	13,017.55
6102	CATEDRÁTICO TIEMPO COMPLETO	29,591.86	25,949.51	11,604.65	16,346.51	0.00	1,740.70	0.00	0.00	0.00	25,789.35	0.00	29,591.86
6102	CATEDRÁTICO TIEMPO COMPLETO	29,841.86	14,791.21	11,604.65	16,346.51	0.00	1,740.70	0.00	0.00	240.00	29,841.86	0.00	29,841.86
6103	CATEDRÁTICO A MEDIO TIEMPO	15,084.04	11,702.32	5,802.31	4,123.26	0.00	870.35	0.00	0.00	289.10	15,084.04	0.00	15,084.04
6208	COORDINADOR PARTICIPATIVO	41,028.13	14,578.62	11,604.65	19,068.84	0.00	1,740.70	15,086.05	0.00	577.89	43,018.14	0.00	41,028.13
6202	CATEDRÁTICO TIEMPO COMPLETO	32,098.79	27,811.34	15,004.45	19,068.84	6,382.56	1,340.70	0.00	0.00	302.04	32,098.80	0.00	32,098.79
6203	CATEDRÁTICO A MEDIO TIEMPO	18,289.36	16,051.12	5,802.31	4,123.26	1,191.38	870.35	0.00	0.00	302.04	18,289.36	0.00	18,289.36
6201	AUXILIAR TECNICO	52,484.87	33,301.82	11,404.65	16,346.51	4,701.49	3,481.40	12,184.88	0.00	263.94	52,484.88	0.00	52,484.87
6206	SECRETARIA DE SEDE CATEDRÁTICO TIEMPO COMPLETO	14,211.11	11,108.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,211.12	0.00	14,211.11
6202	COORDINADOR PARTICIPATIVO	33,537.45	9,490.82	11,604.65	19,068.84	6,382.56	3,481.40	0.00	0.00	0.00	33,537.46	0.00	33,537.45
6208	COORDINADOR PARTICIPATIVO	45,258.14	20,378.18	11,604.65	16,346.51	4,382.56	3,481.40	7,543.02	0.00	0.00	45,258.14	0.00	45,258.14
6103	CATEDRÁTICO A MEDIO TIEMPO	18,902.55	76,179.40	5,802.33	8,123.26	3,771.51	870.35	0.00	0.00	395.10	18,902.56	0.00	18,902.55
6208	CATEDRÁTICO TIEMPO COMPLETO	32,640.32	25,144.10	11,004.65	12,068.84	6,030.46	0.00	0.00	0.00	203.94	32,640.32	0.00	32,640.32

[Firma]
L.C. Rober Octavio Turcios Sotomayor
Jefe Depto. De Recursos Humanos

[Firma]
L.C. Carlos Domingo Torres Vivas
Tesorero Jefe del Depto. de Admon. General



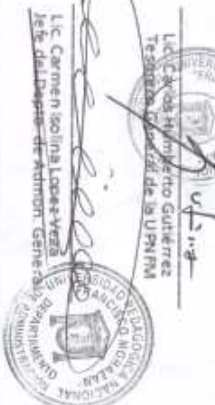
UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Alcda Serv.	Cargo	Colectivo	Directivos Adquif.	Declimo Cuarto	Vacaciones	Total
CT902	CATEDRATICO TIEMPO COMPLETO	27.682,78	10.709,50	11.604,65	12.068,84	0,00	0,00	3.481,40	0,00	\$37,80	27.682,78	0,00	27.682,78
TM003	TECNICO EN CONVIVENCIA	15.516,10	6.805,63	0,00	0,00	0,00	0,00	0,00	0,00	0,00	15.516,10	0,00	15.516,10
AM003	MEDICO GENERAL	24.700,87	17.062,85	0,00	0,00	0,00	0,00	0,00	0,00	0,00	24.700,88	0,00	24.700,87
ME002	MEDICO GENERAL	47.488,26	37.807,71	0,00	0,00	0,00	0,00	0,00	0,00	0,00	47.488,26	0,00	47.488,26
SC003	SECRETARIA	13.329,32	1.048,57	0,00	0,00	0,00	0,00	0,00	0,00	0,00	13.330,32	0,00	13.329,32
CT008	CATEDRATICO A MEDIO TIEMPO	17.271,98	4.420,94	5.802,33	6.034,42	3.391,28	1.240,20	0,00	0,00	503,25	16.801,54	0,00	17.271,98
CT002	CATEDRATICO TIEMPO COMPLETO	35.974,42	32.021,47	11.604,65	16.246,51	6.382,56	1.240,20	0,00	0,00	0,00	35.974,42	0,00	35.974,42
CT003	CATEDRATICO A MEDIO TIEMPO	12.995,20	7.200,58	5.802,33	6.034,42	0,00	870,35	0,00	0,00	288,10	12.995,20	0,00	12.995,20
CT004	CATEDRATICO POR HORAS	6.400,00	3.380,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	6.400,00	0,00	6.400,00
CT002	CATEDRATICO TIEMPO COMPLETO	35.974,42	32.021,47	11.604,65	16.246,51	6.382,56	1.240,20	0,00	0,00	0,00	35.974,42	0,00	35.974,42
CT002	CATEDRATICO TIEMPO COMPLETO	38.875,58	34.545,98	11.604,65	16.246,51	7.543,02	3.481,40	0,00	0,00	0,00	38.875,58	0,00	38.875,58
CA001	OFICIAL ADMINISTRATIVO	14.037,38	8.703,25	0,00	0,00	0,00	0,00	0,00	0,00	0,00	14.037,38	0,00	14.037,38
CT002	CATEDRATICO TIEMPO COMPLETO	36.108,38	32.544,71	11.604,65	12.068,84	8.703,49	3.481,40	0,00	0,00	250,00	36.108,38	0,00	36.108,38
CT003	CATEDRATICO TIEMPO COMPLETO	34.117,68	30.708,72	11.604,65	12.068,84	8.703,49	1.240,20	0,00	0,00	0,00	34.117,68	0,00	34.117,68
BR002	BARBERSADO	12.077,49	5.570,03	0,00	0,00	0,00	0,00	0,00	0,00	0,00	12.077,50	0,00	12.077,49

[Signature]
L.C. RAUL OCTAVIO TURCOS BARBONS
Jefe Depto. De Recursos Humanos

[Signature]
L.C. CARMEN SOLINA LOPEZ YVES
Jefe del Depto. de Admón. General





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Deducción Cuarta	Vacaciones	Total
T000	TRANSACCIONES DE DATOS	11,793.19	7,246.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,793.20	0.00	11,793.19
R002	RELOTIFICACION	11,018.01	995.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,018.02	0.00	11,018.01
G000	GUARDAMARCHEN	10,130.48	2,164.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,130.48	0.00	10,130.48
M000	MOTONETA	12,856.92	4,284.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,856.92	0.00	12,856.92
C000	CATEGORICO TIEMPO COMPLETO	36,108.38	24,105.37	11,604.65	12,068.94	8,703.49	3,481.40	0.00	0.00	250.00	36,108.38	0.00	36,108.38
C000	CATEGORICO TIEMPO COMPLETO	42,856.98	34,472.87	11,604.65	18,557.44	8,703.49	3,481.40	0.00	0.00	500.00	39,285.56	0.00	42,856.98
C000	CATEGORICO TIEMPO COMPLETO	37,715.12	28,833.59	11,604.65	18,246.51	4,382.56	1,481.40	0.00	0.00	0.00	37,715.12	0.00	37,715.12
C000	COMISION I	13,360.39	8,983.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,360.40	0.00	13,360.39
C018	SECRETARIO DEPARTAMENTO TECNICO	47,038.94	24,047.90	11,604.65	18,246.51	6,382.56	1,740.70	11,024.42	0.00	38.10	42,859.28	0.00	47,038.94
C000	CATEGORICO TIEMPO COMPLETO	38,913.68	29,895.79	11,604.65	18,246.51	7,243.02	2,481.40	0.00	0.00	28.10	38,913.68	0.00	38,913.68
C000	CATEGORICO A MEDIO TIEMPO	19,147.69	18,079.13	5,802.33	9,283.73	3,191.28	870.35	0.00	0.00	0.00	19,147.70	0.00	19,147.69
O000	OPERACION Y AUI SOPORTE	16,488.26	10,501.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,488.26	0.00	16,488.26
C000	COMISION I	11,055.53	4,581.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,055.54	0.00	11,055.53
C000	CATEGORICO TIEMPO COMPLETO	36,474.42	28,551.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	500.00	36,474.42	0.00	36,474.42
S000	SECRETARIA	11,371.07	2,293.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,371.08	0.00	11,371.07

[Firma]
Lc. RAUL OCTAVIO TUNOS STEPHENS
Jefe Depto. De Recursos Humanos

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

[Firma]
Lc. Carmen Isidra Llanusa Vera
Jefe Depto. de Admon. General






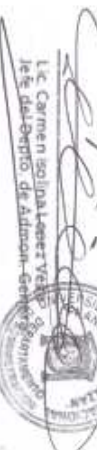
UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014


Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
M0002	MEDICO ODONTOLÓGICO	16,189.01	14,186.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,186.02	0.00	16,189.01
C0001	ASISTENTE TÉCNICO	51,060.46	44,200.42	11,604.65	16,246.51	7,543.02	3,481.40	12,184.38	0.00	0.00	51,060.46	0.00	51,060.46
C1002	CATEGORÍAS TÉCNICO COMPLETO	29,591.86	15,910.24	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	29,591.86	0.00	29,591.86
C1002	CATEGORÍAS TÉCNICO COMPLETO	27,102.99	14,670.33	11,604.65	12,008.84	0.00	3,481.40	0.00	0.00	88.10	27,102.99	0.00	27,102.99
C0002	COORDINADOR	12,112.93	250.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,112.93
S0002	ADMINISTRATIVO	11,112.31	3,233.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,112.31	0.00	11,112.31
O0001	OFICINA DE PRESUPUESTO	12,842.67	6,487.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,842.67	0.00	12,842.67
C0002	COMISAR	10,102.15	609.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,102.15	0.00	10,102.15
C0007	JEFE DE UBICACIÓN	48,783.95	27,322.61	11,604.65	12,008.84	7,543.02	1,740.70	16,826.74	0.00	0.00	48,783.95	0.00	48,783.95
C1002	CATEGORÍAS TÉCNICO COMPLETO	37,715.12	18,212.76	11,604.65	16,246.51	6,382.56	1,481.40	0.00	0.00	0.00	37,715.12	0.00	37,715.12
C1002	CATEGORÍAS TÉCNICO COMPLETO	32,957.21	19,958.83	11,604.65	12,008.84	7,543.02	1,740.70	0.00	0.00	0.00	32,957.21	0.00	32,957.21
C0002	DIRECTOR PLANEACION Y PRES.	59,783.96	29,486.46	11,604.65	10,246.51	8,703.49	3,481.40	18,727.41	0.00	0.00	59,783.96	0.00	59,783.96
C0007	COORD. CARRERA TURISMO Y HOTEL	45,258.14	13,564.21	11,604.65	10,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	45,258.14	0.00	45,258.14
C0006	JEFE DE SECCION DE MANTENIMIENTO	44,599.86	28,899.12	11,604.65	12,008.84	7,543.02	1,740.70	11,604.65	0.00	38.10	44,599.86	0.00	44,599.86
C0002	COORD. LAJALMORCA DEL DIFORTE	31,143.41	11,604.65	11,604.65	12,008.84	7,543.02	1,740.70	8,123.26	0.00	0.00	31,143.41	0.00	31,143.41



 Msc. Rafael Barahona Gómez
 Vice Rector Administrativo



 Lc. Carmen Solalbe Viquez
 Jefe del Depto. de Admon.-Gestión Operativa



 Lc. Carlos Humberto Gutiérrez
 Tesorero General de la UPNFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Menor Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
CM04	CATEDRATICO POR LICIA	8,720.00	7,847.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,720.00	0.00	8,720.00
CM02	CATEDRATICO TIEMPO COMPLETO	38,875.58	28,572.36	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	0.00	38,875.58	0.00	38,875.58
CM02	ASISTENTE ASUNTOS ACOTADOS CUB	51,000.46	28,488.62	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	0.00	51,000.46	0.00	51,000.46
CM09	CATEDRATICO A MEDIO TIEMPO	12,745.20	4,718.58	5,802.33	6,034.42	0.00	0.00	0.00	0.00	38.10	12,745.20	0.00	12,745.20
CM13	JEFE DE SECCION DE EDUCACION	50,480.23	19,221.64	11,604.65	16,246.51	7,543.02	3,481.40	11,604.65	0.00	0.00	50,480.23	0.00	50,480.23
CM22	JEFE DE SECCION DE EDUCACION	19,581.64	1,781.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,581.64	0.00	19,581.64
CM03	COMISIONADO	14,000.66	48.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,000.66	0.00	14,000.66
CM03	CATEDRATICO A MEDIO TIEMPO	15,646.36	11,221.66	5,902.33	6,034.42	3,771.57	0.00	0.00	0.00	38.10	15,646.36	0.00	15,646.36
CM02	CATEDRATICO TIEMPO COMPLETO	34,697.91	10,605.85	11,604.65	12,088.84	7,543.02	3,481.40	0.00	0.00	0.00	34,697.91	0.00	34,697.91
CM02	JEFE DEPARTAMENTO ADMINISTRATIVO	56,862.79	47,298.24	11,604.65	16,246.51	8,703.49	3,481.40	16,826.24	0.00	0.00	56,862.79	0.00	56,862.79
CM03	CATEDRATICO TIEMPO COMPLETO	35,974.42	17,293.68	11,604.65	16,246.51	6,381.56	1,740.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
CM02	CATEDRATICO TIEMPO COMPLETO	35,974.42	81,481.47	11,604.65	16,246.51	6,381.56	1,740.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
CM01	ASISTENTE TECNICO	50,480.23	32,491.18	11,604.65	16,246.51	8,703.49	1,740.70	12,184.88	0.00	0.00	50,480.23	0.00	50,480.23
AB01	COORDINADOR ADMINISTRATIVO	11,194.59	498.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,194.59	0.00	11,194.59
CM02	CATEDRATICO TIEMPO COMPLETO	37,715.12	26,838.91	11,604.65	16,246.51	6,482.56	3,481.40	0.00	0.00	0.00	37,715.12	0.00	37,715.12

Msc. Jairo Barahona Gomez
 Vicepresidente Administrativo


Lic. Castellanos Lopez Velasco
 Jefe del Depto. de Admon. General




UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Mantivo Prof.	Alcob Serv.	Cargo	Collective	Director	Decimo Cuarto	Vacaciones	Total
CT902	CONTADOR TIEMPO COMPLETO	33,633.49	30,736.21	11,604.65	18,567.44	0.00	3,481.30	0.00	0.00	0.00	31,633.50	0.00	33,633.49
CT902	CATEDRATICO TIEMPO COMPLETO	35,974.42	24,843.75	11,604.65	16,246.51	6,182.56	1,762.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
CO001	VICE DECANO FACULTAD CIENCIAS V	56,862.79	29,465.77	11,604.65	18,746.51	7,543.02	3,481.40	17,987.21	0.00	0.00	56,862.80	0.00	56,862.79
CO001	ASISTENTE TECNICO CONTADOR I	46,882.79	34,114.17	11,604.65	12,068.84	7,543.02	3,481.40	12,184.88	0.00	0.00	46,882.80	0.00	46,882.79
TA001	TECNICO MAGISTERIAL CONTADOR TIEMPO COMPLETO	10,097.52	8,014.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,097.52	0.00	10,097.52
CO180	COORDINADOR TECNICA MUESTRA	44,716.00	32,785.72	11,604.65	16,246.51	7,543.02	1,762.70	7,543.02	0.00	38.10	44,716.00	0.00	44,716.00
CO002	CONSTRUCION DE SERVICIOS VARIOS	11,099.28	2,489.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,099.28	0.00	11,099.28
AN001	ASISTENTE DE SERVICIOS	11,253.45	6,044.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,253.46	0.00	11,253.45
AN002	JEFE DE SECCION AUXILIAR DE SERVICIOS ESCOLAR	18,703.35	2,618.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,703.36	0.00	18,703.35
CM002	CONTRACION	12,724.95	118.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,724.96	0.00	12,724.95
TD002	TRANSCRIPCION DE VOTOS	10,664.85	14.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,664.86	0.00	10,664.85
CO002	CONSTRUCION	8,203.38	8,039.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,203.38	0.00	8,203.38


 L.C. Raúl Octavio Turres Ballesteros
 Jefe Depto. De Recursos Humanos


 L.C. Carmen Dolores López Vera
 Jefe del Depto. de Asesoría General


 Msc. Rafael Robinson Gómez
 Vice Rector Administrativo


 L.C. Carmen Dolores López Vera
 Jefe del Depto. de Asesoría General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Módulos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
CI001	CATEDRATICO TIEMPO COMPLETO	35,974.42	27,298.47	11,604.65	26,246.51	6,302.56	1,740.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
CI002	CATEDRATICO TIEMPO COMPLETO	31,834.85	3,403.23	11,604.65	32,068.84	6,302.56	1,740.70	0.00	0.00	38.10	31,834.85	0.00	31,834.85
CI003	CATEDRATICO TIEMPO COMPLETO	36,012.52	32,498.39	11,604.65	36,246.51	6,302.56	1,740.70	0.00	0.00	38.10	36,012.52	0.00	36,012.52
CI004	CATEDRATICO TIEMPO COMPLETO	48,159.30	42,014.01	11,604.65	36,246.51	7,543.02	12,765.12	0.00	0.00	0.00	48,159.30	0.00	48,159.30
CI005	CATEDRATICO TIEMPO COMPLETO	41,200.65	19,112.48	11,604.65	36,246.51	7,543.02	5,602.33	0.00	0.00	4.14	41,200.65	0.00	41,200.65
SI001	SECRETARIA	12,393.26	5,796.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,393.26	0.00	12,393.26
CO002	GRUPO DE MAESTROS CATEDRATICO TIEMPO COMPLETO	13,308.54	9,417.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,308.54	0.00	13,308.54
CI002	CATEDRATICO TIEMPO COMPLETO	37,715.12	31,044.94	11,604.65	36,246.51	6,302.56	3,481.40	0.00	0.00	0.00	37,715.12	0.00	37,715.12
CI003	CATEDRATICO TIEMPO COMPLETO	29,591.86	15,071.76	11,604.65	36,246.51	0.00	1,740.70	0.00	0.00	0.00	29,591.86	0.00	29,591.86
SE002	SECRETARIA	10,514.17	2,606.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,514.17	0.00	10,514.17
SE003	SECRETARIA	11,135.73	135.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,135.73	0.00	11,135.73
AI002	ANALISTA ADMINISTRATIVO	12,334.40	5,937.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,334.40	0.00	12,334.40
SE004	SECRETARIA	12,876.16	7,782.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,876.16	0.00	12,876.16
CE003	JEFE DE TECNICA COMERCIAL	51,640.70	34,502.89	11,604.65	16,246.51	8,702.49	3,481.40	11,604.65	0.00	0.00	51,640.70	0.00	51,640.70
CO001	COORDINADOR	7,075.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,075.17	0.00	7,075.17


 Msc. Rafael Barahona Gomez
 Vice Rector Administrativo


 Lic. Carmen Soliz Alvarez
 Jefe Departamento de Adm. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Actos Serv.	Cargo	Collective	Derechos Adquir.	Décimo Cuarto	Vacaciones	Total
CO04	ASISTENTE TECNICO SECRETARIA	41.196,51	28.337,79	11.604,65	16.246,51	0,00	0,00	13.343,35	0,00	0,00	39.107,68	0,00	41.196,51
CT02	CATEDRATICO TIEMPO COMPLETO	31.796,75	217,01	11.604,65	12.068,84	6.382,56	1.748,70	0,00	0,00	0,00	0,00	0,00	31.796,75
GA001	GUARDIAANCIA	10.390,52	6.825,39	0,00	0,00	0,00	0,00	0,00	0,00	0,00	10.390,52	0,00	10.390,52
CO002	COMISARE	9.703,43	1.876,79	0,00	0,00	0,00	0,00	0,00	0,00	0,00	9.703,44	0,00	9.703,43
CT002	CATEDRATICO TIEMPO COMPLETO	32.070,33	28.329,70	11.604,65	12.068,84	6.382,56	1.748,70	0,00	0,00	273,28	32.070,34	0,00	32.070,33
CT002	CATEDRATICO TIEMPO COMPLETO	23.673,49	8.876,06	11.604,65	12.068,84	0,00	0,00	0,00	0,00	0,00	23.673,50	0,00	23.673,49
CT002	CATEDRATICO A MEDIO TIEMPO	18.075,32	13.934,29	5.802,33	8.123,26	3.101,28	879,35	0,00	0,00	38,10	18.075,32	0,00	18.075,32
OU001	OFICIAL ADMINISTRATIVO	12.438,64	5.320,59	0,00	0,00	0,00	0,00	0,00	0,00	0,00	12.438,64	0,00	12.438,64
SE002	SECRETARIA I	10.625,96	6.415,14	0,00	0,00	0,00	0,00	0,00	0,00	0,00	10.625,96	0,00	10.625,96
M002	MOTOCICLISTA	10.544,19	964,11	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	10.544,19
OU003	CONTADOR I	12.212,92	6.197,37	0,00	0,00	0,00	0,00	0,00	0,00	0,00	12.212,92	0,00	12.212,92
OU003	CONTADOR II	12.467,47	8.814,45	0,00	0,00	0,00	0,00	0,00	0,00	0,00	12.467,48	0,00	12.467,47
SE003	SECRETARIA II	12.334,40	9.672,99	0,00	0,00	0,00	0,00	0,00	0,00	0,00	12.334,40	0,00	12.334,40
SE003	SECRETARIA I	10.625,96	1.951,67	0,00	0,00	0,00	0,00	0,00	0,00	0,00	10.625,96	0,00	10.625,96
AN002	AUX SERV. ADMINISTRATIVO	31.460,00	247,78	0,00	0,00	0,00	0,00	0,00	0,00	0,00	11.460,00	0,00	31.460,00



 Misael Barahona Gabes
 Jefe Depto. De Recursos Humanos
 Vice Rector Administrativo



 Lc Carlos Humberto Gutiérrez
 Tesorero General de la UPN
 Jefe del Depto. de Admon. General

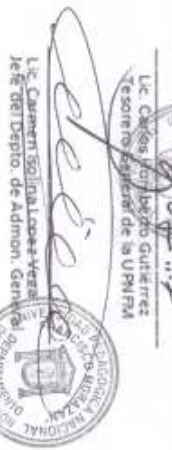



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Carga	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
8006	SECRETARIA DE SISE	12,644.18	10,456.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,644.10	0.00	12,644.09
8006	SECRETARIA DE SISE	12,644.18	10,400.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,644.18	0.00	12,644.18
8006	SECRETARIA DE SISE	11,386.51	8,876.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,386.52	0.00	11,386.51
8006	SECRETARIA DE SISE	11,386.51	7,225.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,386.52	0.00	11,386.51
8002	VIGILANTE	10,000.00	9,294.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00	0.00	10,000.00
4002	ACADÉMICA	9,880.54	6,322.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,880.54	0.00	9,880.54
4002	ACADÉMICA	9,703.43	7,291.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,703.44	0.00	9,703.43
4002	VIGILANTE	9,703.43	8,278.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,703.44	0.00	9,703.43
4002	CONVOCIE	9,703.43	9,228.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,703.44	0.00	9,703.43
4002	ACADÉMICA	9,703.43	8,228.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,703.44	0.00	9,703.43
4002	CONVOCIE	9,880.43	6,070.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,880.44	0.00	9,880.43
4002	CATEDRATICO TRAMO	37,172.98	29,020.14	11,604.65	16,246.51	7,543.02	1,240.70	0.00	0.00	0.00	37,172.98	0.00	37,172.98
4002	COMPLETO	18,025.32	24,587.18	5,802.31	4,123.26	4,191.38	870.35	0.00	0.00	0.00	17,154.98	0.00	18,025.32
4003	CATEDRATICO A MEDIO TRAMO	18,025.32	13,540.53	5,202.33	8,123.26	3,191.28	870.35	0.00	0.00	0.00	17,154.98	0.00	18,025.32
4003	TRAMO	18,025.32	14,206.91	11,604.65	16,246.51	6,381.56	3,481.40	8,222.26	0.00	0.00	37,715.12	0.00	42,828.38


 LIC. RAFAEL BARAHONA GÓMEZ
 JEFE DEPTO. DE RECURSOS HUMANOS



 LIC. CARMEN SOLÍS LÓPEZ VERA
 TESOYERA GENERAL DE LA UPNFM




UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Punto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
CATEGORIA TIEMPO													
CM00	COMPLETO	37,134.88	23,935.09	11,004.00	16,216.51	7,543.02	1,740.70	0.00	0.00	0.00	37,134.88	0.00	37,134.88
0000	OFICIAL DE COMPTAS	34,791.01	1,017.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34,791.02	0.00	34,791.01
AM02	ACTUALIZ DE CONTRIBUCIO	34,020.22	4,645.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34,020.22	0.00	34,020.22
CM02	COMISERE	30,099.29	1,575.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,099.30	0.00	30,099.29
9000	SECRETARIA I	12,083.50	6,683.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,083.50	0.00	12,083.50
CM09	CATEDRATICO A MEDIO TIEMPO	16,478.62	12,128.27	5,902.39	6,094.42	3,771.51	870.35	0.00	0.00	0.00	16,478.62	0.00	16,478.61
CM03	CONTADOR I	10,946.16	6,300.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,946.16	0.00	10,946.16
DM01	DIRIGIDAION V.M.K. SOPORTE	13,769.82	2,340.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,769.82	0.00	13,769.82
CM17	JEFE DE SECCION DE TEC. ALFABETE	47,617.17	22,319.31	11,504.00	10,246.51	6,382.56	1,740.70	11,004.00	0.00	0.00	47,617.18	0.00	47,617.17
CM02	CATEDRATICO TIEMPO COMPLETO	33,537.45	26,045.45	11,604.00	12,008.84	6,382.56	3,481.40	0.00	0.00	0.00	32,697.11	0.00	33,537.45
CM06	ASISTENTE TECNOLÓGICOS V.M.K.	51,098.57	17,750.17	11,804.00	14,346.51	6,382.56	1,740.70	15,086.00	0.00	0.00	51,098.58	0.00	51,098.57
MT02	MONTISTA	9,703.43	5,951.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,703.47	0.00	9,703.43
AM03	ACTUALIZ DE CONTRIBUCIO	34,108.88	5,607.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34,108.54	15,049.76	29,157.94
DM02	OFICIAL DE EDUCACION	15,059.67	2,540.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,191.54	16,083.65	31,173.30
AM05	AUX. SERV. ADMINISTRATIVO	14,242.86	5,711.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,094.72	11,515.05	24,247.91

L.C. Rafael Rodríguez Gómez

 Vice-Rector Administrativo

L.C. Carlos Humberto Gutiérrez

 Tercera Vice-Rectoría de la UPNFM

L.C. Carlos Humberto Gutiérrez

 Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

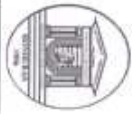
Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Altos Serv.	Cargo	Colectivo	Derechos Adquir.	Décimo Cuarto	Vacaciones	Total
COORDINADOR AREA													
CD050	INFORMÁTICA/DOCENTE	33,537.45	17,980.71	11,604.65	12,068.84	0.00	1,740.70	8,123.26	0.00	0.00	33,537.46	0.00	33,537.45
CD052	CATEGORICO TIEMPO COMPLETO	40,036.05	14,621.43	11,604.65	16,246.51	6,293.49	5,483.40	0.00	0.00	0.00	40,036.06	0.00	40,036.05
CD052	CATEGORICO TIEMPO COMPLETO	35,974.42	19,295.88	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
CD062	CONJUNTE	9,748.29	799.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,748.30	0.00	9,748.29
CD062	CATEGORICO TIEMPO COMPLETO	31,796.75	18,801.96	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	31,796.76	0.00	31,796.75
CD062	CATEGORICO TIEMPO COMPLETO	41,243.67	28,515.31	11,604.65	16,246.51	7,243.02	5,800.33	0.00	0.00	0.00	41,243.68	0.00	41,243.67
CD062	CATEGORICO TIEMPO COMPLETO	31,932.79	26,740.22	11,604.65	18,567.44	0.00	1,740.70	0.00	0.00	0.00	31,932.80	0.00	31,932.79
CD062	ASISTENTE LABORAL	37,229.44	21,911.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	37,229.44	0.00	37,229.44
CD062	IFE DEPARTAMENTO DE RECURSO	54,068.78	45,100.53	11,604.65	16,246.51	7,243.02	1,740.70	16,606.74	0.00	0.00	54,068.78	0.00	54,068.78
CD063	CATEGORICO A MEDIO TIEMPO	14,795.84	13,437.26	5,802.33	8,133.26	0.00	870.35	0.00	0.00	0.00	14,795.84	0.00	14,795.84
CD067	SECRETARIA V	17,845.15	5,414.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,845.15	0.00	17,845.15
CD068	AUXILIAR	14,272.18	1,337.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,272.18	0.00	14,272.18
CD068	BIBLIOTECARIO	9,263.29	6,482.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,263.30	0.00	9,263.29
CD068	CATEGORICO TIEMPO COMPLETO	35,974.42	11,976.92	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
CD068	CATEGORICO TIEMPO COMPLETO	29,971.86	11,183.53	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	29,971.86	0.00	29,971.86

Lic. Rafael Berthone Gomez

 Vice Rector Administrativo

Lic. Carmen Espinal Lopez Vera

 Jefe del Depto. de Admon. General y Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario Base	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Alcos Surv.	Cargo	Colectivo	Directores Adquis.	Decimo Cuarto	Victimas	Total
3000	SECRETARIA	9,749.24	1,603.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,749.24	0.00	9,749.24
CG03	COORDINADOR GRUPO MUSICAL	12,826.83	11,311.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,826.84	0.00	12,826.83
CD01	ASISTENTE TECNICO	49,319.76	31,365.74	11,604.45	16,246.51	7,543.02	1,740.70	12,184.88	0.00	0.00	49,319.76	0.00	49,319.76
CM03	CONDUCTOR I	11,810.41	10,208.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,810.42	0.00	11,810.41
CM05	CONDUCTOR II	10,573.28	9,108.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,573.28	0.00	10,573.28
VM02	VIGILANTE	9,035.29	6,139.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,035.30	0.00	9,035.29
AE02	SECRETARIA I	9,723.29	4,157.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,723.30	0.00	9,723.29
CD01	ASISTENTE TECNICO	48,159.30	27,756.34	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	48,159.30	0.00	48,159.30
CD02	COORDINADOR TIEMPO COMPLETO	31,796.75	11,446.46	11,604.65	12,058.84	4,382.56	1,740.70	0.00	0.00	0.00	31,796.76	0.00	31,796.75
CD06	Jefe de Sección de Social	47,579.07	42,159.08	11,604.65	16,246.51	4,382.56	1,740.70	11,604.65	0.00	0.00	47,579.07	0.00	47,579.07
CD03	CATEDRATICO A MEDIA TIEMPO	15,028.03	13,650.79	\$,802.31	6,034.42	3,191.28	0.00	0.00	0.00	0.00	15,028.04	0.00	15,028.03
CD02	CATEDRATICO TIEMPO COMPLETO	35,974.42	32,326.92	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
CD02	CATEDRATICO TIEMPO COMPLETO	35,974.42	31,156.92	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
CD02	COMISARIE	8,400.91	1,622.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,400.92	0.00	9,400.91
ST01	ASISTENTE DE DIRECTOR	12,746.42	7,160.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,746.42	0.00	12,746.42


 Lc. Paul Octavio Turcos Serrano
 Jefe Depto. De Recursos Humanos


 Lc. Carmelo Espinosa Castellanos
 Jefe de Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
CI003	CATEGORICO A MEDIO TIEMPO	17.116,87	13.077,52	5.807,33	8.123,26	3.191,28	0,00	0,00	0,00	0,00	17.116,88	0,00	17.116,87
CO009	ASISTENTE TECN. CUANTOS VINC.	58.603,49	45.201,86	11.604,65	18.567,44	9.863,95	3.481,40	15.086,65	0,00	0,00	58.603,50	0,00	58.603,49
RI002	REGULADOR01	11.560,56	5.610,32	0,00	0,00	0,00	0,00	0,00	0,00	0,00	11.560,56	12.231,26	23.891,82
CO001	ASISTENTE TECNICO CATEGORICO TIEMPO COMPLETO	46.418,60	27.180,11	11.604,65	16.246,51	6.382,56	0,00	12.184,88	0,00	0,00	46.418,60	0,00	46.418,60
CI002	CATEGORICO TIEMPO COMPLETO	37.134,88	17.685,28	11.604,65	16.246,51	7.543,02	1.240,70	0,00	0,00	0,00	37.134,88	0,00	37.134,88
AP002	ANALISTA INVESTIGACION	18.094,34	9.419,17	0,00	0,00	0,00	0,00	0,00	0,00	0,00	18.094,34	0,00	18.094,34
CI001	CATEGORICO TIEMPO COMPLETO	35.974,42	10.987,89	11.604,65	16.246,51	6.382,56	1.240,70	0,00	0,00	0,00	35.974,42	0,00	35.974,42
CI002	CATEGORICO TIEMPO COMPLETO	34.477,61	19.268,10	11.604,65	16.246,51	6.382,56	0,00	0,00	0,00	243,49	34.477,62	0,00	34.477,61
CI002	CATEGORICO TIEMPO COMPLETO	35.974,42	27.035,47	11.604,65	16.246,51	6.382,56	1.240,70	0,00	0,00	0,00	35.974,42	0,00	35.974,42
CI002	CATEGORICO TIEMPO COMPLETO	37.134,88	29.026,45	11.604,65	16.246,51	7.543,02	1.240,70	0,00	0,00	0,00	37.134,88	0,00	37.134,88
CO135	REF DE SECCION DE LETRAS V1	46.739,53	28.456,48	11.604,65	16.246,51	7.543,02	1.240,70	11.604,65	0,00	0,00	46.739,53	0,00	46.739,53
CI002	CATEGORICO TIEMPO COMPLETO	37.134,88	30.802,09	11.604,65	16.246,51	7.543,02	1.240,70	0,00	0,00	0,00	37.134,88	0,00	37.134,88
JO001	JEFE DE DEPARTAMENTO	31.984,86	15.201,06	0,00	0,00	0,00	0,00	0,00	0,00	0,00	31.984,86	0,00	31.984,86
CO004	DIRECTOR TECNOLOGIAS TIC INFORMACION	55.202,33	44.179,59	11.604,65	16.246,51	6.382,56	1.240,70	19.727,91	0,00	0,00	55.202,34	0,00	55.202,33
CI002	CATEGORICO TIEMPO COMPLETO	14.990,63	11.604,65	11.604,65	16.246,51	6.382,56	1.240,70	0,00	0,00	0,00	14.990,63	0,00	14.990,63

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

Lc. Guisela Hernández Gutiérrez
Tecnóloga de Recursos de la UENIMA

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

Lc. Guisela Hernández Gutiérrez
Tecnóloga de Recursos de la UENIMA



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS
PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Décimo Cuarto	Vacaciones	Total
AN05	ADJUNTO EFICAZ	9,035.29	7,735.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,035.30	0.00	9,035.29
CT02	CATEGORICO TIEMPO COMPLETO	37,134.88	25,138.09	11,604.65	16,246.51	7,543.02	1,760.70	0.00	0.00	0.00	37,134.88	0.00	37,134.88
CT02	CATEGORICO TIEMPO COMPLETO	32,957.21	28,095.63	11,604.65	12,068.84	7,543.02	1,760.70	0.00	0.00	0.00	32,957.22	0.00	32,957.21
CT02	CATEGORICO TIEMPO COMPLETO	35,974.42	26,866.96	11,604.65	16,246.51	6,382.56	1,760.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
CO11	SECRETARIO DEPARTAMENTO MAUTIMA	48,159.30	37,260.56	11,604.65	16,246.51	7,543.02	1,760.70	11,024.42	0.00	0.00	48,159.30	0.00	48,159.30
CO12	JEFE DE SECCION DE TECNICA (M)	48,739.53	40,415.37	11,604.65	16,246.51	7,543.02	1,760.70	11,604.65	0.00	0.00	48,739.54	0.00	48,739.53
CT03	CATEGORICO TIEMPO COMPLETO	35,974.42	28,303.47	11,604.65	16,246.51	6,382.56	1,760.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
CT02	CATEGORICO TIEMPO COMPLETO	37,134.88	20,624.99	11,604.65	16,246.51	7,543.02	1,760.70	0.00	0.00	0.00	37,134.88	0.00	37,134.88
AS02	ASISTENTE COORDINADOR DE CARRERA	9,035.29	8,260.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,035.30	0.00	9,035.29
CO18	EDUCADOR DE CARRERA	43,517.44	22,351.38	11,604.65	16,246.51	6,382.56	1,760.70	7,543.02	0.00	0.00	43,517.44	0.00	43,517.44
CT02	CATEGORICO TIEMPO COMPLETO	35,974.42	11,344.61	11,604.65	16,246.51	6,382.56	1,760.70	0.00	0.00	0.00	33,815.59	0.00	35,974.42
SE05	SECRETARIA IV	10,093.23	7,451.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,093.24	0.00	10,093.23
CT02	CATEGORICO TIEMPO COMPLETO	39,455.81	21,281.48	11,604.65	18,257.44	7,543.02	1,760.70	0.00	0.00	0.00	39,455.82	0.00	39,455.81
CT02	CATEGORICO TIEMPO COMPLETO	30,256.05	21,797.89	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	30,096.06	0.00	30,256.05
CE01	JEFE DE LABORATORIO DE QUIMICA	60,358.34	27,194.82	11,604.65	16,246.51	7,543.02	1,760.70	8,123.26	0.00	0.00	45,258.14	0.00	45,258.14

Msc. Rafael Saborón Gómez
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPRM

Lic. Carmen González López
Jefe de Depto. de Admon. General de la UPRM



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
DBR1	OFICIA JEFE DE CATEGORÍA DE TIEMPO COMPLETO	20,250.53	11,141.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,250.54	0.00	20,250.53
CT04	CATEGORÍA DE TIEMPO COMPLETO	25,591.86	22,256.51	11,604.65	16,246.51	0.00	1,240.70	0.00	0.00	0.00	25,591.86	0.00	25,591.86
CT04	CATEGORÍA DE TIEMPO COMPLETO	8,720.00	3,669.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,720.00	0.00	8,720.00
OF02	OFICIA DE PERSONAL	17,587.79	7,219.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,587.80	0.00	17,587.79
DBR1	OFICIA DE TECNOLOGÍA	17,494.77	7,847.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,494.78	0.00	17,494.77
CT02	CATEGORÍA DE TIEMPO COMPLETO	37,134.88	11,392.27	11,604.65	16,246.51	7,543.02	1,240.70	0.00	0.00	0.00	37,134.88	0.00	37,134.88
CT02	CATEGORÍA DE TIEMPO COMPLETO	31,796.75	29,078.01	11,604.65	12,068.84	6,392.56	1,240.70	0.00	0.00	0.00	31,796.76	0.00	31,796.75
CT02	CATEGORÍA DE TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
TR01	TECNICIA ADMINISTRATIVA Y SERVICIA	11,576.83	1,290.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,576.84	0.00	11,576.83
AN02	ASISTENTE ADMINISTRATIVO	10,952.48	10,115.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,952.48	0.00	10,952.48
CO12	OFICIA DE ECONOMÍA COMERCIAL	48,739.53	34,228.14	11,604.65	16,246.51	7,543.02	1,240.70	0.00	0.00	0.00	48,739.54	0.00	48,739.53
CT02	CATEGORÍA DE TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
CT03	CATEGORÍA DE TIEMPO COMPLETO	13,025.59	7,716.79	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	13,025.60	0.00	13,025.59
TR06	RECEPCIONISTA DE SERVICIO	10,488.56	8,687.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,488.56	0.00	10,488.56
AN02	ASISTENTE ADMINISTRATIVO	9,210.98	7,158.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,210.98	0.00	9,210.98

[Firma]
L.C. Raúl Octavio Terceros Hernández
Jefe Depto. De Recursos Humanos

[Firma]
L.C. Carmen Leticia López Vicedecano
Jefe del Depto. de admón. Gen. de la U.P.N.

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

[Firma]
L.C. Carmen Leticia López Vicedecano
Jefe del Depto. de admón. Gen. de la U.P.N.



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Determinación	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Quinto Cuanto	Vacaciones	Total
CO02	CONFERE	9,210.98	6,600.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,210.98	0.00	9,210.98
EM02	ENFERMERA	17,441.22	4,411.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,441.22	0.00	17,441.22
CO12	COORDINADOR DE REDES SANTA ROSA	39,920.01	32,092.45	11,604.65	12,068.84	6,382.56	1,740.70	8,121.26	0.00	0.00	39,920.01	0.00	39,920.01
CR02	CATEDRÁTICO 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	31,796.75	0.00	31,796.75
CR03	CATEDRÁTICO TIEMPO COMPLETO	31,796.75	11,309.99	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	31,796.75	0.00	31,796.75
CR04	CATEDRÁTICO TIEMPO COMPLETO	31,796.75	14,120.15	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	31,796.75	0.00	31,796.75
CR05	CATEDRÁTICO TIEMPO COMPLETO	23,673.48	13,304.24	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.48	0.00	23,673.48
CO09	JEFE DE SECCION DE MANUALES	48,779.53	43,983.37	11,604.65	16,246.51	7,543.02	1,740.70	11,004.65	0.00	0.00	48,779.53	0.00	48,779.53
CR02	CATEDRÁTICO TIEMPO COMPLETO	30,056.05	22,587.57	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	30,056.05	0.00	30,056.05
CR02	CATEDRÁTICO TIEMPO COMPLETO	25,414.19	14,827.05	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	0.00	25,414.19	0.00	25,414.19
CR08	ASISTENTE TECNICO ASUNTOS VIAJES	52,220.99	38,771.26	11,604.65	16,246.51	7,543.02	1,740.70	15,086.05	0.00	0.00	52,220.99	0.00	52,220.99
CR02	CATEDRÁTICO TIEMPO COMPLETO	31,796.75	27,559.01	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	31,796.75	0.00	31,796.75
CR02	CATEDRÁTICO TIEMPO COMPLETO	35,974.42	32,476.52	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	35,974.42	0.00	35,974.42
CR03	CATEDRÁTICO TIEMPO COMPLETO	15,078.03	13,450.79	5,802.13	6,034.42	3,191.18	0.00	0.00	0.00	0.00	15,078.03	0.00	15,078.03
CR02	CATEDRÁTICO TIEMPO COMPLETO	15,078.03	13,671.85	5,802.13	6,034.42	3,191.18	0.00	0.00	0.00	22.89	15,078.03	0.00	15,078.03

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

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

MSc. Isabel Barahona Gómez
 Vice Rector Administrativo

L.C. Carmen-Lorena López Vera
 Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Veccionales	Total
CT08	CATEDRATICO A MEDIO TIEMPO	11,859.64	10,775.87	5,802.33	6,034.42	0.00	0.00	0.00	0.00	23.80	11,859.64	0.00	11,859.64
AD06K	ADMINISTRACION DE MEDIOS	14,000.38	12,745.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,000.38	0.00	14,000.38
CT08K	CATEDRATICO A MEDIO TIEMPO	15,028.03	6,465.37	5,902.33	6,034.42	3,193.28	0.00	0.00	0.00	0.00	15,028.04	0.00	15,028.03
CT08K	CATEDRATICO TIEMPO COMPLETO	34,233.72	30,820.02	11,604.65	16,346.31	6,382.56	0.00	0.00	0.00	0.00	34,233.72	0.00	34,233.72
CO02K	COORDINADOR DE CARRERA ESPANOL	41,776.34	29,371.37	11,604.65	16,346.31	6,382.56	0.00	2,543.02	0.00	0.00	39,887.91	0.00	41,776.34
CT08K	CATEDRATICO TIEMPO COMPLETO	34,233.72	21,208.02	11,604.65	16,346.31	6,382.56	0.00	0.00	0.00	0.00	34,233.72	0.00	34,233.72
CT08K	CATEDRATICO TIEMPO COMPLETO	35,394.18	20,790.10	11,604.65	16,346.31	7,543.02	0.00	0.00	0.00	0.00	35,394.18	0.00	35,394.18
CT08K	CATEDRATICO TIEMPO COMPLETO	23,673.49	14,850.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
CT08K	CATEDRATICO TIEMPO COMPLETO	30,056.05	8,611.75	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	30,056.06	0.00	30,056.05
CT08K	CATEDRATICO TIEMPO COMPLETO	30,056.05	18,881.78	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	30,056.06	0.00	30,056.05
CT08K	CATEDRATICO TIEMPO COMPLETO	23,673.49	12,358.80	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
CT08K	CATEDRATICO TIEMPO COMPLETO	27,851.16	22,998.07	11,604.65	16,346.31	0.00	0.00	0.00	0.00	0.00	27,851.16	0.00	27,851.16
AD09K	OFICIA ADMINISTRATIVO I	16,891.86	8,598.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,891.86	14,076.55	30,968.41
AD09K	MEDICO OCUPACIONAL	17,000.69	8,497.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,000.70	0.00	17,000.69
SECRETARIA II		9,432.09	2,211.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,432.10	0.00	9,432.09


 Lc. Fabián Tullios Sandoval
 Jefe Depto. De Recursos Humanos


 Lc. Carolina Espinosa
 Jefe del Depto. de Admón. General


 Msc. Rafael Sandoval
 Vc. Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

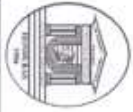
Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Mención Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
CATEGORICO TIEMPO													
CT00	COMPLETO	23,073.49	21,604.63	11,604.65	22,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
SE02	SECRETARIA I	8,542.84	1,516.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84	0.00	8,542.84
CATEGORICO TIEMPO													
CT02	COMPLETO	27,851.16	25,440.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	27,851.16	0.00	27,851.16
CH02	CONTADOR I	9,871.47	7,069.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,871.48	0.00	9,871.47
CO00	CINEREA	8,542.84	1,126.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84	0.00	8,542.84
CO01	ASISTENTE TECNICO	40,036.04	23,340.58	11,604.65	16,246.51	0.00	0.00	11,344.88	0.00	0.00	40,036.04	0.00	40,036.04
BO02	BIOLÓGICO I	8,542.84	4,616.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84	0.00	8,542.84
CO00	CONGRESO	8,542.84	7,189.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84	0.00	8,542.84
AN02	MOTONISTA	4,542.84	2,764.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,542.84	0.00	4,542.84
CATEGORICO TIEMPO													
CT02	COMPLETO	34,233.72	30,420.02	11,604.65	16,246.51	4,382.54	0.00	0.00	0.00	0.00	34,233.72	0.00	34,233.72
TI002	TRANSFERENCIA DE DATOS	9,482.64	4,007.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,482.64	4,312.76	13,804.40
BO02	BIOLÓGICO I	8,542.84	7,039.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84	5,695.23	14,238.07
AD005	ADMINISTRACION DE SISTEMA	9,982.64	5,218.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,982.64	0.00	9,982.64
CATEGORICO TIEMPO													
CT00	COMPLETO	23,673.49	13,733.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
TI002	TRANSFERENCIA DE DATOS	12,400.24	5,656.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,400.24	0.00	12,400.24

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

Msc. Rafael Ibarra Gómez
 Vice Rector Administrativo

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

UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquif.	Decimo Cuarto	Vacaciones	Total
CI02	CATEDRADO TIEMPO COMPLETO	34,233.72	26,081.02	11,604.65	14,346.51	6,382.56	0.00	0.00	0.00	0.00	34,233.72	0.00	34,233.72
CI03	CATEDRADO A MEDIO TIEMPO	17,116.87	7,304.52	5,802.33	8,123.26	3,191.30	0.00	0.00	0.00	0.00	17,116.87	0.00	17,116.87
CI02	CATEDRADO TIEMPO COMPLETO	27,851.16	22,965.62	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	27,851.16	0.00	27,851.16
TR01	TECNICO SUPLENTE RESERVY	9,715.88	8,790.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,715.88	0.00	9,715.88
CI03	CATEDRADO A MEDIO TIEMPO	13,925.59	9,838.18	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	13,925.59	0.00	13,925.59
CI03	CATEDRADO A MEDIO TIEMPO	13,925.59	9,811.54	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	13,925.59	0.00	13,925.59
GA03	GUARDALANCHER	8,542.84	8,367.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84	0.00	8,542.84
AN02	AYUDAN DE CONTRIBUIDO	9,270.98	5,552.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,270.98	0.00	9,270.98
CO02	CONSEJER	8,542.84	3,411.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84	0.00	8,542.84
CI02	CATEDRADO TIEMPO COMPLETO	23,673.49	14,350.61	11,604.65	12,088.84	0.00	0.00	0.00	0.00	0.00	23,673.49	0.00	23,673.49
CI03	CATEDRADO TIEMPO COMPLETO	23,673.49	21,604.65	11,604.65	12,088.84	0.00	0.00	0.00	0.00	0.00	23,673.49	0.00	23,673.49
CI02	CATEDRADO TIEMPO COMPLETO	23,673.49	18,383.01	11,604.65	12,088.84	0.00	0.00	0.00	0.00	0.00	23,673.49	0.00	23,673.49
CO01	ASISTENTE TECNICO	40,036.04	29,830.44	11,604.65	16,246.51	0.00	0.00	12,384.18	0.00	0.00	40,036.04	0.00	40,036.04
CI02	CATEDRADO TIEMPO COMPLETO	27,851.16	22,379.67	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	27,851.16	0.00	27,851.16
CI02	CATEDRADO TIEMPO COMPLETO	23,673.49	12,314.65	11,604.65	22,088.84	0.00	0.00	0.00	0.00	0.00	23,673.49	0.00	23,673.49

Msc. Yajaira Berahona Gomez
 Vice Rector Administrativo

Lic. Carlos J. Alvarez Gutierrez
 Tesorero General de la UPNFM

Lic. Casimiro Lopez Vezar
 Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Salida Neto	Salida Base	Nivel Acad.	Meritos Prof.	Alícuo Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	14,004.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	27,851.16	10,793.46	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	27,851.98	0.00	27,851.16
TI003	TECNICO EN COMPLETION	8,542.84	3,817.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,542.84	0.00	8,542.84
CT002	CATEDRATICO TIEMPO COMPLETO	34,233.72	21,996.48	11,604.65	16,246.51	4,382.56	0.00	0.00	0.00	0.00	31,042.84	0.00	34,233.72
CT002	CATEDRATICO TIEMPO COMPLETO	34,233.72	31,320.02	11,604.65	16,246.51	4,382.56	0.00	0.00	0.00	0.00	31,042.84	0.00	34,233.72
AN002	ANALISTA PROGRAMADOR	32,674.48	31,525.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,674.48	0.00	12,674.48
CT001	ASISTENTE TECNICO	40,036.04	30,515.18	11,604.65	16,246.51	0.00	0.00	12,184.48	0.00	0.00	40,036.04	0.00	40,036.04
AN002	ANALISTA	8,137.13	1,465.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,137.14	0.00	8,137.13
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,104.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	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	23,673.50	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	18,331.16	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	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	23,673.50	0.00	23,673.49
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	27,851.16	0.00	27,851.16
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	27,851.16	0.00	27,851.16
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	15,435.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49

Lc Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

Lc Carlos Alberto Gutiérrez
Tesorero Jefe de la UPNFM

Msc. Rafael Barahona Gómez
Vice Rector Administrativo

Lc Carmelita Torres López Vales
Jefe del Depto. de Admon. Gen. UPNFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

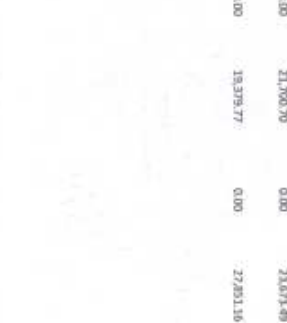
PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Pedimo Cuanto	Vacaciones	Total
CR02	CATEDRANTE TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
CR02	CATEDRANTE TIEMPO COMPLETO	23,673.49	19,804.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
CR02	CATEDRANTE TIEMPO COMPLETO	23,673.49	21,304.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
TR02	TENIENTE RECTOR DE BARRA	10,830.07	6,376.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,415.04	0.00	10,830.07
CR02	CATEDRANTE TIEMPO COMPLETO	23,673.49	20,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	23,673.50	0.00	23,673.49
CR02	CATEDRANTE TIEMPO COMPLETO	27,851.16	24,948.07	11,604.65	16,346.51	0.00	0.00	0.00	0.00	0.00	27,851.16	0.00	27,851.16
AB02	ASISTENTE ADMINISTRATIVO	9,257.67	5,193.4	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,257.68	0.00	9,257.67
AB02	ASISTENTE ADMINISTRATIVO	12,000.00	8,028.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,000.00	0.00	12,000.00
BO02	BIBLIOTECARIO	7,800.44	4,810.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,800.44	0.00	7,800.44
CO02	COORDINADOR LABORATORIO COMPUT	9,969.71	8,386.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,969.72	0.00	9,969.71
CR02	CATEDRANTE TIEMPO COMPLETO	27,851.16	16,375.33	11,604.65	16,346.51	0.00	0.00	0.00	0.00	0.00	27,851.16	0.00	27,851.16
CR02	CATEDRANTE TIEMPO COMPLETO	23,673.49	15,454.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CR02	CATEDRANTE TIEMPO COMPLETO	27,851.16	25,448.07	11,604.65	10,346.51	0.00	0.00	0.00	0.00	0.00	22,938.53	0.00	27,851.16
CR02	CATEDRANTE TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	21,700.70	0.00	23,673.49
CR02	CATEDRANTE TIEMPO COMPLETO	27,851.16	19,840.07	11,604.65	16,346.51	0.00	0.00	0.00	0.00	0.00	19,379.77	0.00	27,851.16

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

[Signature]
Lic. Carlos Fernando Gutiérrez
Tesorero General de la UPFM

[Signature]
Lic. Guadalupe Torres Viquez
Jefe del Depto. de Admon. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Decimo Cuarto	Vacaciones	Total
CT00	CATEDRATICO TIEMPO COMPLETO	34,233.72	31,320.02	11,604.65	10,248.51	6,382.56	0.00	0.00	0.00	0.00	23,973.66	0.00	34,233.72
AT00	ANALISTA INDOCAVADOR	11,107.06	12,807.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,609.38	0.00	11,107.06
AO01	AYUDANTE ADMINISTRATIVO	10,000.00	9,125.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,810.14	0.00	10,000.00
CT02	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,008.84	0.00	0.00	0.00	0.00	0.00	9,863.96	0.00	23,673.49
CT02	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,008.84	0.00	0.00	0.00	0.00	0.00	9,863.96	0.00	23,673.49
GA01	GUARDIANACIA	10,000.00	9,552.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00	0.00	10,000.00
CT02	CATEDRATICO TIEMPO COMPLETO	23,673.49	18,604.61	11,604.65	12,008.84	0.00	0.00	0.00	0.00	0.00	9,666.60	0.00	23,673.49
GA01	GUARDIANACIA	10,000.00	10,341.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.00	0.00	10,000.00
CT02	CATEDRATICO TIEMPO COMPLETO	23,673.49	94,765.48	11,604.65	12,008.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
Total		22,402,985.28	18,174,487.94	4,777,291.61	6,145,823.27	2,501,123.17	2,452,944.15	1,192,718.57	23,090.00	246,073.48	21,752,002.11	174,842.79	22,081,200.07

[Signature]
Lc Ribal Octavio Jurjidos Barahona
Jefe Depto. De Recursos Humanos

[Signature]
Lc Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

[Signature]
Lc Gabriela María Cordero Viquez
Jefe del Depto. de Admon. General de la UPNFM

