

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

Página 1

PLANILLA DE PAGO MES DE ABRIL DEL 2015

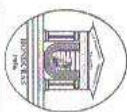
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
M1003	MOTONISTA II	22,328.25	638.84	0.00	0.00	0.00	2,371.59	0.00	0.00	0.00	0.00	0.00	22,328.25
SE007	SECRETARIA V	26,860.12	14,460.53	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	26,860.12
SE005	SECRETARIA IV	22,402.99	5,421.81	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,402.99
II002	JEFE DE SECCION CATEDRATICO	24,344.41	8,797.22	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	24,344.41
CI002	TIEMPO COMPLETO	38,186.26	7,844.94	11,604.65	12,068.84	6,382.56	5,802.32	0.00	0.00	577.89	1,800.00	0.00	38,186.26
SE004	SECRETARIA III	23,633.37	11,308.16	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	23,633.37
SI003	SIQUELARIA II	22,280.38	3,209.72	0.00	800.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,280.38
CM003	CONTADOR II	25,005.34	11,128.41	0.00	800.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	25,005.34
SI004	SIQUELARIA III	22,975.06	8,131.93	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,975.06
OE002	OFICIAL DE REGISTRO	22,473.37	8,509.50	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	22,473.37
CO003	COORDINADOR VENTAS LIBRERIA	23,062.20	5,508.33	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	23,062.20
SE003	SECRETARIA II	21,569.04	380.84	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	21,569.04
SE003	SECRETARIA II	21,503.36	7,695.65	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	21,503.36
SE007	SECRETARIA V	28,379.03	13,261.83	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	28,379.03


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Lc. Carmelo Somoza Cordero
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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SI003	SECRETARIA II	21,860.12	852.75	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	21,860.12
JE002	JEFE DE SECCION	33,133.76	25,177.74	0.00	800.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	33,133.76
SI002	SECRETARIA I	21,598.88	2,182.41	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	21,598.88
SE003	SECRETARIA II	20,769.93	8,951.82	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	20,769.93
DA001	ADMINISTRATIVO	29,787.75	19,965.70	0.00	800.00	0.00	2,400.00	0.00	0.00	0.00	0.00	0.00	29,787.75
AX002	SERVICIOS ESPECIAL	20,940.47	4,920.71	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	22,336.50	43,276.97
AX003	AUX.SERV. ADMINISTRAT	19,558.26	2,015.50	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	19,558.26
CO002	CONSERJE	17,220.87	11,511.51	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	17,220.87
CO002	CONSERJE	17,016.73	1,172.85	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	18,215.18	35,291.91
AX003	AUX.SERV. ADMINISTRAT	22,227.86	2,036.32	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,227.86
AD002	ADMINISTRATIVO	19,236.75	617.47	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	19,236.75
SI003	SECRETARIA DEL RECTOR II	23,035.23	2,306.57	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	23,035.23
AD001	ADMINISTRADOR	42,856.23	8,950.49	0.00	800.00	0.00	2,400.00	0.00	0.00	0.00	0.00	0.00	42,856.23
CH002	ADMINISTRATIVO	24,418.09	11,451.59	0.00	800.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	24,418.09

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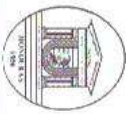
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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SL005	SECRETARIA IV	22,308.84	16,772.96	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,308.84
AB001	AUXILIAR OFICIAL DE INFORMACION	19,289.42	11,460.29	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	19,289.42
JO002	JEFE DEPARTAMENTO	23,787.02	11,253.80	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	23,787.02
BI004	BIBLIOTECARIA III	46,196.20	13,737.42	0.00	0.00	0.00	2,400.00	0.00	0.00	0.00	0.00	0.00	46,196.20
SE002	SECRETARIA I	24,304.19	5,045.71	0.00	800.00	0.00	1,921.59	0.00	0.00	0.00	0.00	0.00	24,304.19
CV004	CALENO PAGADOR-RECEPTOR	20,820.96	852.54	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	20,820.96
CT002	CATEDRATICO CALIBRATICO	20,717.08	2,153.06	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	20,717.08
CT002	TIEMPO COMPLETO	59,493.02	50,965.30	11,604.65	18,567.44	9,863.95	17,406.98	0.00	250.00	0.00	1,800.00	0.00	59,493.02
CT002	TIEMPO COMPLETO	59,529.97	44,798.06	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	2,357.88	1,800.00	0.00	59,529.97
CT002	TIEMPO COMPLETO	52,263.36	14,182.27	11,604.65	12,068.84	7,543.02	17,406.98	0.00	250.00	1,589.87	1,800.00	0.00	52,263.36
BI004	BIBLIOTECARIA III	22,026.44	8,704.37	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,026.44
CT002	CATEDRATICO	59,498.51	18,483.58	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	2,326.42	1,800.00	0.00	59,498.51
CT002	TIEMPO COMPLETO	57,830.53	11,039.75	11,604.65	16,246.51	8,703.49	17,406.98	0.00	250.00	1,818.90	1,800.00	0.00	57,830.53
CT002	TIEMPO COMPLETO	55,387.92	45,291.37	11,604.65	16,246.51	8,703.49	15,086.05	0.00	250.00	1,697.22	1,800.00	0.00	55,387.92

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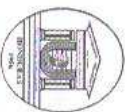
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo base	Nivel Acad.	Meritos Prof.	Años serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
DOCENTE													
CD126	(PRESENCIAL) CATEDRATICO	61,717.36	27,897.99	11,604.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,760.14	1,800.00	0.00	61,717.36
CT002	TIEMPO COMPLETO	59,073.80	22,863.21	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,901.71	1,800.00	0.00	59,073.80
CALIDRATICO													
CT002	TIEMPO COMPLETO	63,677.76	57,679.24	11,604.65	18,567.44	12,184.88	17,406.97	0.00	250.00	1,863.82	1,800.00	0.00	63,677.76
CATEDRATICO													
CT002	TIEMPO COMPLETO	46,977.91	28,419.95	11,604.65	18,567.44	11,024.42	3,481.40	0.00	0.00	500.00	1,800.00	0.00	46,977.91
CATEDRATICO													
CT002	TIEMPO COMPLETO	57,653.26	28,071.31	11,604.65	16,246.51	8,703.49	17,406.98	0.00	250.00	1,641.63	1,800.00	0.00	57,653.26
CALIDRATICO													
CT002	TIEMPO COMPLETO	63,621.28	30,825.00	11,604.65	18,567.44	12,184.88	17,406.98	0.00	250.00	1,807.33	1,800.00	0.00	63,621.28
FUNDACION U.P.N													
CD011	DIRECTOR DE	81,995.81	68,164.27	11,604.65	12,068.84	8,703.49	17,406.98	27,851.16	250.00	2,310.09	1,800.00	0.00	81,995.81
COORD. ASUNT. ACAD													
CD004	EMICOS RECTORIA	62,476.53	159.85	11,604.65	0.00	9,863.95	17,406.97	19,727.90	250.00	1,823.06	1,800.00	0.00	62,476.53
SECRETARIO													
CD016	GENERAL	80,949.60	65,170.87	11,604.65	16,246.51	8,703.49	12,765.11	27,851.16	250.00	1,778.68	1,800.00	0.00	80,949.60
COORD. LAB. MEDICI													
CD142	NA DEL DEPORTE	69,738.20	23,491.19	11,604.65	16,246.51	12,184.88	17,406.97	8,123.26	250.00	2,121.93	1,800.00	0.00	69,738.20
CALIDRATICO													
CT002	TIEMPO COMPLETO	55,375.35	36,014.11	11,604.65	16,246.51	9,863.95	15,086.05	0.00	250.00	524.19	1,800.00	0.00	55,375.35
CALIDRATICO													
CT002	TIEMPO COMPLETO	62,314.90	42,676.78	11,604.65	18,567.44	11,024.42	17,406.98	0.00	250.00	1,661.41	1,800.00	0.00	62,314.90
CATEDRATICO													
CT002	TIEMPO COMPLETO	53,983.13	48,234.52	11,604.65	18,567.44	7,543.02	12,765.12	0.00	250.00	1,452.90	1,800.00	0.00	53,983.13
CATEDRATICO													
CT002	TIEMPO COMPLETO	51,161.50	46,301.13	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,678.47	1,800.00	0.00	51,161.50

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Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Miembros Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD136	JEFE DE TALLER DE METALES	61,858.93	32,031.13	11,604.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,901.71	1,800.00	0.00	61,858.93
CT002	CATEDRÁTICO TIEMPO COMPLETO	55,215.14	50,020.34	11,604.65	16,246.51	6,382.56	17,406.98	0.00	250.00	1,524.44	1,800.00	0.00	55,215.14
CD012	DIRECCIÓN ASIST. C. OOR-INCODE	90,689.50	60,898.65	11,604.65	16,246.51	11,034.42	17,406.98	30,172.09	250.00	2,184.85	1,800.00	0.00	90,689.50
CT002	CATEDRÁTICO TIEMPO COMPLETO	52,713.43	24,961.05	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	879.47	1,800.00	0.00	52,713.43
CT002	CATEDRÁTICO TIEMPO COMPLETO	53,579.84	26,261.12	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,745.88	1,800.00	0.00	53,579.84
CD001	RECTORIA	98,340.85	74,868.18	11,604.65	16,246.51	9,863.95	17,406.98	39,455.81	250.00	1,712.95	1,800.00	0.00	98,340.85
CD071	DEPTO. RECURSOS HUMANOS	70,250.57	22,298.82	11,604.65	12,068.84	8,703.49	17,406.98	16,826.74	250.00	1,589.87	1,800.00	0.00	70,250.57
CD029	CENTRO UNIV. SIA ROSA COPAN	84,839.99	71,110.46	11,604.65	16,246.51	8,703.49	17,406.98	26,690.70	250.00	2,137.66	1,800.00	0.00	84,839.99
CT002	CATEDRÁTICO TIEMPO COMPLETO	56,441.03	39,917.28	11,604.65	16,246.51	7,543.02	17,406.97	0.00	250.00	1,589.88	1,800.00	0.00	56,441.03
CT002	CATEDRÁTICO TIEMPO COMPLETO	53,423.83	30,782.11	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,589.87	1,800.00	0.00	53,423.83
CT002	CATEDRÁTICO TIEMPO COMPLETO	48,687.27	41,054.57	11,604.65	16,246.51	0.00	17,406.97	0.00	250.00	1,379.14	1,800.00	0.00	48,687.27
CT002	CATEDRÁTICO TIEMPO COMPLETO	53,511.73	33,058.76	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,677.77	1,800.00	0.00	53,511.73
CT002	CATEDRÁTICO TIEMPO COMPLETO	58,963.69	47,374.70	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,791.60	1,800.00	0.00	58,963.69
CT002	CATEDRÁTICO TIEMPO COMPLETO	49,237.02	44,429.97	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,348.65	1,800.00	0.00	49,237.02

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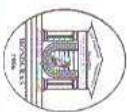
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IND02	INSTRUCTOR CATEDRATICO	17,747.81	7,846.62	11,604.65	0.00	0.00	3,481.40	0.00	0.00	861.76	1,800.00	0.00	17,747.81
CT002	TIEMPO COMPLETO CATEDRATICO	53,759.02	17,859.22	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,228.79	1,800.00	0.00	53,759.02
CT002	TIEMPO COMPLETO TECN. ASUNTOS	51,503.51	30,326.44	11,604.65	16,246.51	7,543.02	12,765.11	0.00	250.00	1,294.22	1,800.00	0.00	51,503.51
CO089	VRAD. CATEDRATICO	69,389.52	20,534.48	11,604.65	16,246.51	9,863.95	12,765.11	15,086.05	250.00	1,773.25	1,800.00	0.00	69,389.52
CT002	TIEMPO COMPLETO CATEDRATICO	53,122.16	43,303.58	11,604.65	16,246.51	7,543.02	15,086.05	0.00	125.00	716.93	1,800.00	0.00	53,122.16
CT002	TIEMPO COMPLETO CATEDRATICO	56,313.19	50,945.80	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,462.03	1,800.00	0.00	56,313.19
CO099	JEFE DE SECCION DE NATURALES	58,080.11	47,643.95	11,604.65	12,068.84	8,703.49	10,444.18	11,604.65	250.00	1,604.30	1,800.00	0.00	58,080.11
CT002	TIEMPO COMPLETO CATEDRATICO	56,980.77	19,928.60	11,604.65	18,567.44	8,703.49	15,086.05	0.00	250.00	969.14	1,800.00	0.00	56,980.77
CT002	TIEMPO COMPLETO CATEDRATICO	46,190.52	32,862.80	11,604.65	12,068.84	6,382.56	12,765.11	0.00	250.00	1,319.36	1,800.00	0.00	46,190.52
CT002	TIEMPO COMPLETO CATEDRATICO	42,599.52	17,531.78	11,604.65	12,068.84	7,543.02	8,123.26	0.00	250.00	1,209.75	1,800.00	0.00	42,599.52
BI002	BIBLIOTECARIO SERVICIOS	22,811.00	11,116.76	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,811.00
CO038	ESTUDIANTE CATEDRATICO	77,840.64	69,729.24	11,604.65	16,246.51	8,703.49	17,406.98	19,727.91	250.00	2,101.10	1,800.00	0.00	77,840.64
CT002	TIEMPO COMPLETO CATEDRATICO	54,728.67	32,495.30	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,698.44	1,800.00	0.00	54,728.67
CO091	ASISTENTE TECNICO	58,513.24	22,256.74	11,604.65	16,246.51	7,543.02	8,123.26	12,184.88	0.00	1,010.92	1,800.00	0.00	58,513.24

Lc. Raúl Octavio Terceros Berrío
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto Gutiérrez
Jefe del Departamento de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lc. Carolina López
Jefe del Departamento de la UPNFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

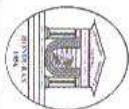
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Varaciones	Total
CATEDRATICO													
CI002	TIEMPO COMPLETO	35,983.57	23,364.32	11,604.65	12,068.84	6,382.56	3,481.40	0.00	125.00	521.12	1,800.00	0.00	35,983.57
CALIDRATICO													
CI002	TIEMPO COMPLETO	53,849.58	36,730.74	11,604.65	18,367.44	7,543.02	12,765.11	0.00	250.00	1,319.36	1,800.00	0.00	53,849.58
CONTADOR I													
CI002	CONTADOR I	21,865.26	7,587.01	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	21,865.26
ASISTENTE TECNICO													
CI001	ASISTENTE TECNICO	62,911.48	46,675.73	11,604.65	16,246.51	8,703.49	10,444.18	12,184.88	250.00	1,677.77	1,800.00	0.00	62,911.48
OFICIAL													
CI001	ADMINISTRATIVO	24,942.69	3,211.02	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	24,942.69
CATEDRATICO													
CI002	TIEMPO COMPLETO	38,520.14	32,207.03	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	861.76	1,800.00	0.00	38,520.14
SECRETARIA II													
SE003	SECRETARIA II	20,605.28	110.93	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	20,605.28
MEDICO													
MI002	ODONTOLOGO	34,462.68	10,595.56	0.00	880.00	0.00	1,200.00	0.00	0.00	0.00	0.00	36,768.19	71,222.87
DEPARTAMENTO													
CI009	CINCIAS/EDUCACION	67,285.49	28,338.99	11,604.65	16,246.51	8,703.49	10,444.18	16,826.74	250.00	1,409.92	1,800.00	0.00	67,285.49
CATEDRATICO													
CI002	TIEMPO COMPLETO	49,727.12	23,764.85	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,838.75	1,800.00	0.00	49,727.12
SECRETARIA I													
SE002	SECRETARIA I	18,845.92	7,435.91	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	18,845.92
CATEDRATICO													
CI002	TIEMPO COMPLETO	49,625.53	42,091.68	11,604.65	16,246.51	6,382.56	12,765.11	0.00	250.00	576.70	1,800.00	0.00	49,625.53
CATEDRATICO													
CI002	TIEMPO COMPLETO	44,721.58	22,451.60	11,604.65	16,246.51	6,382.56	8,123.26	0.00	250.00	314.60	1,800.00	0.00	44,721.58
CATEDRATICO													
CI002	TIEMPO COMPLETO	50,341.57	35,514.39	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,292.73	1,800.00	0.00	50,341.57

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
Lc. Raúl Octavio Rodríguez
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Msc. Jorge Alberto Rodríguez
Vice Rector Administrativo

Lc. Carlos Rubén Gutiérrez
Tesorero General de la UPNFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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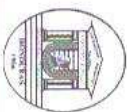
PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO OFICIAL DE	37,774.42	8,915.19	11,604.65	16,246.51	6,382.56	1,740.20	0.00	0.00	0.00	1,800.00	0.00	37,774.42
OP002	PERSONAL CATEDRATICO	26,062.06	2,914.20	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	26,062.06
CT002	TIEMPO COMPLETO OFICIAL	44,901.16	40,801.81	11,604.65	12,068.84	6,382.56	12,765.11	0.00	0.00	280.00	1,800.00	0.00	44,901.16
OA003	ADMINISTRATIVO II OFICINISTA	22,158.12	1,143.71	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	23,635.33	45,793.45
OT002	TRANSCRIPTORA DEPARTAMENTO	20,823.99	4,965.08	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	22,212.26	43,086.25
CD068	EDUCACION FISICA CATEDRATICO	58,742.58	20,928.20	11,604.65	16,246.51	7,543.02	3,483.40	16,826.74	250.00	990.26	1,800.00	0.00	58,742.58
CT002	TIEMPO COMPLETO DEPARTAMENTO	44,471.58	8,060.55	11,604.65	16,246.51	6,382.56	8,123.26	0.00	0.00	314.60	1,800.00	0.00	44,471.58
CD063	SOCIALES CATEDRATICO	72,106.92	30,593.22	11,604.65	16,246.51	6,382.56	1,406.98	16,826.74	250.00	1,589.48	1,800.00	0.00	72,106.92
CT002	TIEMPO COMPLETO CATEDRATICO A	45,989.25	33,191.25	11,604.65	18,567.44	7,543.02	5,802.33	0.00	0.00	671.81	1,800.00	0.00	45,989.25
CT003	MEDIO TIEMPO	20,047.69	18,218.76	5,802.33	8,123.26	0.00	5,222.10	0.00	0.00	0.00	900.00	0.00	20,047.69
SE002	SECRETARIA I INFORMAL EDUCATI	18,921.38	89.78	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	18,921.38
CD150	V	56,096.62	45,252.65	11,604.65	16,246.51	8,703.49	8,123.26	8,123.26	0.00	1,495.45	1,800.00	0.00	56,096.62
CO002	CONSERJE AYUDANTE DE	17,461.84	2,759.36	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,461.84
AY002	MANTENIMIENTO	8,778.05	0.00	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,095.50

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

L.C. Carme Mojica de la Cruz
Jefe del Departamento de Asesoría General

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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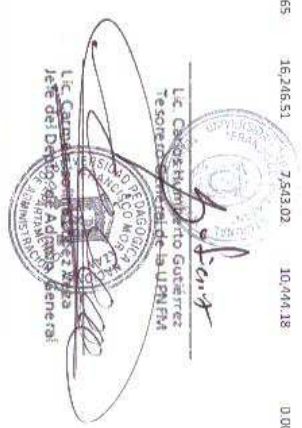
PLANILLA DE PAGO MES DE ABRIL DEL 2015

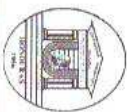
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
A2002	ASISTENTE DEPARTAMENTO	30,903.74	13,919.54	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	30,903.74
CD114	NATURALES	57,287.50	38,696.73	11,604.65	16,246.51	7,543.02	8,123.26	11,024.42	0.00	945.64	1,800.00	0.00	57,287.50
CD061	DEPARTAMENTO MATEMÁTICAS	64,465.11	57,421.74	11,604.65	16,246.51	7,543.02	10,444.19	16,826.74	0.00	0.00	1,800.00	0.00	64,465.11
CI003	CATEDRÁTICO A MEDIO TIEMPO	16,107.08	1,924.63	5,802.33	6,034.42	0.00	2,901.17	0.00	0.00	469.16	900.00	0.00	16,107.08
CI002	CATEDRÁTICO TIEMPO COMPLETO	48,081.47	29,323.47	11,604.65	16,246.51	6,382.56	10,444.19	0.00	290.00	1,353.56	1,800.00	0.00	48,081.47
CI002	CATEDRÁTICO TIEMPO COMPLETO	54,064.93	43,365.02	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,534.70	1,800.00	0.00	54,064.93
SE002	SECRETARÍA I CATEDRÁTICO	18,611.15	9,242.96	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	18,611.15
CI002	TIEMPO COMPLETO OPERADOR	31,435.03	28,222.09	11,604.65	12,068.84	0.00	5,802.32	0.00	0.00	159.22	1,800.00	0.00	31,435.03
OS003	SISTEMAS CCS	22,483.30	9,825.99	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,483.30
AX003	AUX. SERV. ADMINISTRATIVOS	19,078.32	6,184.28	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	19,078.32
CD006	VICEDIRECTOR(A) ACADÉMICO(A)	84,021.68	42,393.82	11,604.65	16,246.51	9,863.95	10,444.19	32,493.02	250.00	1,319.36	1,800.00	0.00	84,021.68
CI002	CATEDRÁTICO TIEMPO COMPLETO	58,676.75	27,076.43	11,604.65	18,567.44	9,863.95	15,086.05	0.00	250.00	1,504.66	1,800.00	0.00	58,676.75
CI002	CATEDRÁTICO TIEMPO COMPLETO	50,588.76	22,325.19	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,539.92	1,800.00	0.00	50,588.76
CI002	CATEDRÁTICO TIEMPO COMPLETO	48,961.14	37,833.85	11,604.65	16,246.51	7,543.02	10,444.18	0.00	250.00	1,072.78	1,800.00	0.00	48,961.14

Lc. Raúl Octavio Pérez
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto Gutiérrez
Tesorero General

Msc. Jorge Alberto Amézquita
Vice Rector Administrativo





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

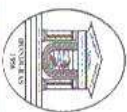
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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AL003	ASISTENTE	17,095.04	11,558.21	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,095.04
AZ002	ASISTENTE	27,515.96	28.68	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	27,515.96
JE002	JEFE DE SECCION CLINICO UNIV	32,387.70	1,062.28	0.00	1,200.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	32,387.70
CO027	CURSOS JOCUR	84,232.86	38,833.81	11,604.65	16,246.51	8,703.49	17,406.98	26,690.70	250.00	1,530.53	1,800.00	0.00	84,232.86
CO002	CONSERJE CATEDRATICO	17,505.52	14,778.86	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,505.52
CT002	TIEMPO COMPLETO	49,012.90	35,971.79	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,124.53	1,800.00	0.00	49,012.90
SE003	SECRETARIA II	21,354.42	10,754.41	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	21,354.42
CN002	CONTADOR	22,231.36	71.47	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,231.36
CO002	CONSERJE TRANSCRIPCION DE DATOS	16,691.78	1,857.45	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	16,691.78
TI002	DATOS	19,621.59	11,470.81	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	19,621.59
CO002	CONSERJE TECN ASUNTOS	16,236.88	7,654.97	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	16,236.88
CO090	VRAC	66,138.21	41,976.16	11,604.65	18,567.44	7,543.02	10,444.18	15,086.05	0.00	1,092.87	1,800.00	0.00	66,138.21
SE002	SECRETARIA I	17,295.33	2,404.72	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,295.33
CT002	TIEMPO COMPLETO	51,073.61	46,665.04	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,560.58	1,800.00	0.00	51,073.61

Lic. Raúl Octavio Torres Becerra
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Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM
Lic. Gerardo Vázquez (Cruz) Vázquez
Jefe del Depto. de Asesoría General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

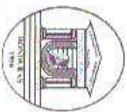
PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO	44,090.16	10,207.66	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,539.92	1,800.00	0.00	44,090.16
DEPARTAMENTO													
CD115	LETRAS	48,264.88	12,527.91	11,604.65	12,068.84	0.00	10,444.19	11,024.42	250.00	1,072.78	1,800.00	0.00	48,264.88
CATEDRATICO A													
CT003	MEDIO TIEMPO	18,887.22	17,154.02	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	0.00	900.00	0.00	18,887.22
CATEDRATICO													
CT002	TIEMPO COMPLETO	58,529.37	53,475.70	11,604.65	18,567.44	7,543.02	17,406.98	0.00	0.00	1,607.28	1,800.00	0.00	58,529.37
CATEDRATICO													
CT002	TIEMPO COMPLETO	51,079.70	14,717.02	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,566.67	1,800.00	0.00	51,079.70
JEFE DE TALLER DE													
CD137	LICITACION	63,618.44	41,676.36	11,604.65	16,246.51	6,382.56	17,406.98	8,123.26	250.00	1,804.48	1,800.00	0.00	63,618.44
CATEDRATICO													
CT002	TIEMPO COMPLETO	43,924.84	31,168.13	11,604.65	16,246.51	6,382.56	5,802.33	0.00	250.00	1,838.79	1,800.00	0.00	43,924.84
JEFE DE SECCION DE													
CD103	EDUCACION FISICA	58,244.87	52,014.67	11,604.65	16,246.51	7,543.02	8,123.26	11,604.65	250.00	1,072.78	1,800.00	0.00	58,244.87
TRANSCRIPCIÓN DE													
TD002	DATOS	22,604.12	8,530.85	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	24,111.06	46,715.18
CATEDRATICO													
CT002	TIEMPO COMPLETO	41,302.09	32,498.15	11,604.65	12,068.84	8,703.49	5,802.33	0.00	250.00	1,072.78	1,800.00	0.00	41,302.09
TELEFONISTA													
TI002	TELEFONISTA	17,342.78	7,548.00	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,342.78
DEPARTAMENTO													
CD067	TECNALUMINIO	61,424.17	36,405.61	11,604.65	12,068.84	7,543.02	10,444.19	16,826.74	250.00	886.73	1,800.00	0.00	61,424.17
CATEDRATICO													
CT002	TIEMPO COMPLETO	48,205.07	13,879.83	11,604.65	16,246.51	7,543.02	10,444.19	0.00	0.00	566.70	1,800.00	0.00	48,205.07
CATEDRATICO													
CT002	TIEMPO COMPLETO	43,814.42	23,964.36	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,264.18	1,800.00	0.00	43,814.42

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
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L.C. Carlos Antonio Gutiérrez
Jefe del Departamento de Recursos Humanos

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZAN
DEPARTAMENTO DE RECURSOS HUMANOS

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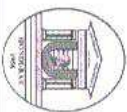
PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
DECANO FACULTAD DE HUMANIDADES	C0022	79,379.83	55,851.99	11,604.65	16,246.51	8,703.49	15,086.05	24,369.77	250.00	1,319.36	1,800.00	0.00	79,379.83
CATEDRATICO	CT002	38,962.91	30,037.92	11,604.65	16,246.51	0.00	8,123.26	0.00	250.00	938.49	1,800.00	0.00	38,962.91
CONTADOR II	CN003	21,689.24	8,992.89	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	21,689.24
PLANIFICADOR	PL002	38,781.32	14,796.82	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	38,781.32
SECRETARIA I	SE002	18,896.49	51.90	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	18,896.49
SECRETARIA I	SE002	18,316.65	9,961.69	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	18,316.65
CATEDRATICO	CT002	31,848.03	21,891.57	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	456.17	1,800.00	0.00	31,848.03
CIENCIA Y TECNOLOGIA	CD051	69,129.94	44,886.87	11,604.65	16,246.51	9,863.95	10,444.18	17,987.21	0.00	1,183.44	1,800.00	0.00	69,129.94
CATEDRATICO	CT002	46,816.45	33,077.98	11,604.65	16,246.51	7,543.02	8,123.26	0.00	750.00	1,249.01	1,800.00	0.00	46,816.45
JEFE DE SECCION DE MATEMATICAS	CD096	63,029.04	46,157.14	11,604.65	16,246.51	9,863.95	10,444.18	11,604.65	250.00	1,215.10	1,800.00	0.00	63,029.04
CATEDRATICO	CT002	50,575.84	39,461.71	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,477.00	1,800.00	0.00	50,575.84
CATEDRATICO	CT002	46,500.88	22,542.56	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,183.44	1,800.00	0.00	46,500.88
CATEDRATICO	CT002	48,139.52	25,957.04	11,604.65	18,267.44	9,863.95	5,807.33	0.00	0.00	501.15	1,800.00	0.00	48,139.52
SECRETARIA II	SE003	20,834.60	1,114.28	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	20,834.60

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

Lc. Carlos Humberto Gutiérrez Teodoro
Jefe del Depto. de Asistencia General

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ABRIL DEL 2015

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Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO	54,797.25	39,403.48	11,604.65	16,246.51	6,382.56	17,406.98	0.00	0.00	1,356.55	1,800.00	0.00	54,797.25
CATEDRATICO A													
CT003	MEDIO TIEMPO	24,979.67	22,243.85	5,802.33	9,283.73	3,771.51	5,222.10	0.00	0.00	0.00	900.00	0.00	24,979.67
CATEDRATICO													
CT002	TIEMPO COMPLETO	49,982.27	35,709.21	11,604.65	16,246.51	8,703.49	10,444.18	0.00	0.00	1,183.44	1,800.00	0.00	49,982.27
DEPARTAMENTO													
CD066	ILICINCA	65,593.53	45,272.51	11,604.65	16,246.51	7,543.02	10,444.18	16,826.74	0.00	1,128.43	1,800.00	0.00	65,593.53
AYUDANTE DE													
AV001	MANTENIMIENTO	17,148.25	2,532.74	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	17,148.25
AUXILIAR DE													
AM002	MANTENIMIENTO I	16,743.03	3,868.89	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	16,743.03
CATEDRATICO													
CT002	TIEMPO COMPLETO	56,179.15	36,877.66	11,604.65	16,246.51	7,543.02	17,406.98	0.00	0.00	1,577.99	1,800.00	0.00	56,179.15
ASISTENTE TECNICO													
CD091	DEPARTAMENTO	59,397.69	38,331.89	11,604.65	16,246.51	8,703.49	8,123.26	12,181.88	0.00	724.90	1,800.00	0.00	59,397.69
EDUCACION FISICA													
CT118	EDUCACION FISICA	57,874.43	37,653.79	11,604.65	16,246.51	6,382.56	10,444.19	11,074.42	0.00	372.10	1,800.00	0.00	57,874.43
CATEDRATICO													
CT002	TIEMPO COMPLETO	46,682.02	31,479.35	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,364.58	1,800.00	0.00	46,682.02
SECRETARIA I													
SE002	SECRETARIA I	19,391.58	2,080.57	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,391.58
TESORERO													
TE002	TESORERO	51,345.12	6,885.89	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	51,345.12
SECRETARIA IV													
SE005	SECRETARIA IV	22,079.18	9,525.44	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	22,079.18
JHL													
JD002	DEPARTAMENTO	46,029.92	27,326.38	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	49,098.58	95,128.50

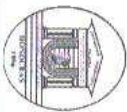
Lc. Pablo Octavio Juecos Barrios
Jefe Depto. De Recursos Humanos

Lc. Carlos Alberto Gutiérrez
Tesorero de la UENFM

Lc. Carmen Rodríguez Viza
Jefe del Depto. de Recursos Humanos General

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ABRIL DEL 2015

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Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SL005	SECRETARIA IV DEPARTAMENTO	21,849.04	10,337.98	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	23,305.64	45,154.68
CD074	TECNÓLOGO EDU CATEDRÁTICO	63,765.54	38,761.07	11,604.65	18,567.44	7,543.02	8,123.26	15,086.05	0.00	1,041.12	1,800.00	0.00	63,765.54
CT002	TIEMPO COMPLETO DIRECCION DE	40,744.40	19,374.09	11,604.65	12,068.84	6,382.56	8,123.26	0.00	0.00	765.09	1,800.00	0.00	40,744.40
CD035	EVALUACION	69,991.84	33,102.62	11,604.65	16,246.51	8,703.49	10,444.18	19,727.91	250.00	1,215.10	1,800.00	0.00	69,991.84
CO002	CONSERJE TECHASUNTOS	15,935.20	6,227.39	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	15,935.20
CD090	VIAJE	60,718.08	41,438.60	11,604.65	16,246.51	9,863.95	5,802.32	15,086.05	0.00	314.60	1,800.00	0.00	60,718.08
MT002	MOTORISTA CATEDRATICO	19,205.19	2,601.02	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,205.19
CT002	TIEMPO COMPLETO DEPARTAMENTO	40,873.20	21,361.09	11,604.65	12,068.84	6,382.56	8,123.26	0.00	0.00	893.89	1,800.00	0.00	40,873.20
CD117	TECNOLOGO BIBLIOTECARIA II	59,940.96	28,439.31	11,604.65	16,246.51	7,543.02	10,444.19	11,024.42	0.00	1,278.17	1,900.00	0.00	59,940.96
B003	BIBLIOTECARIA II CATEDRATICO	19,179.23	7,511.91	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,179.23
CT002	TIEMPO COMPLETO DEPARTAMENTO	45,908.85	36,083.37	11,604.65	12,068.84	6,382.56	12,765.11	0.00	0.00	1,287.69	1,800.00	0.00	45,908.85
CD118	EDUCACION FISICA FACULTAD	56,341.86	34,849.95	11,604.65	16,246.51	9,863.95	5,802.33	11,024.42	0.00	0.00	1,800.00	0.00	56,341.86
CD052	HUMANIDADES	67,969.48	45,432.14	11,604.65	16,246.51	8,703.49	10,444.18	17,987.21	0.00	1,183.44	1,800.00	0.00	67,969.48
CD091	ASISTENTE TECNICO	53,205.31	11,528.35	11,604.65	12,068.84	6,382.56	8,123.26	12,184.88	0.00	1,041.12	1,800.00	0.00	53,205.31

Lc. Raúl Octavio Turco
Jefe Depto. De Recursos
HUMANOS

Msc. Jorge Alberto Alvarez Pineda
Vice Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM
Jefe del Departamento General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
DEPARTAMENTO													
CD065	LETROS DE PARLAMENTO	63,304.65	33,421.96	11,604.65	18,567.44	8,703.49	5,802.33	16,626.74	0.00	0.00	1,800.00	0.00	63,304.65
CD119	CLINICAS/EDUCAC	53,361.63	39,993.29	11,604.65	16,246.51	6,382.56	5,802.33	11,024.42	0.00	501.16	1,800.00	0.00	53,361.63
SL002	SECRETARIA	20,818.42	12,019.76	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	20,818.42
CT002	CATEDRATICO	42,323.21	35,546.71	11,604.65	12,068.84	9,863.95	5,802.33	0.00	0.00	1,183.44	1,800.00	0.00	42,323.21
CT002	TIEMPO COMPLETO	43,452.67	38,666.61	11,604.65	16,246.51	7,543.02	5,802.32	0.00	0.00	456.17	1,800.00	0.00	43,452.67
CO091	ASISTENTE TECNICO	54,020.92	48,939.19	11,604.65	16,246.51	6,382.56	5,802.32	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD154	NATURALLS ES	46,482.84	8,092.45	11,604.65	12,068.84	0.00	8,123.26	11,604.65	0.00	1,281.44	1,800.00	0.00	46,482.84
CT002	CATEDRATICO	51,246.99	18,992.35	11,604.65	16,246.51	7,543.02	12,765.12	0.00	0.00	1,287.69	1,800.00	0.00	51,246.99
CT002	TIEMPO COMPLETO	38,699.50	10,883.44	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	1,041.12	1,800.00	0.00	38,699.50
CT002	TIEMPO COMPLETO	42,323.21	38,556.55	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	1,183.44	1,800.00	0.00	42,323.21
CT002	CATEDRATICO	41,667.66	26,466.49	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	527.89	1,800.00	0.00	41,667.66
RC001	RECEPCIONISTA	17,536.73	1,917.17	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,536.73
CO048	COORDINADOR DE UNICE	54,491.73	18,928.99	11,604.65	12,068.84	7,543.02	8,123.26	12,184.88	0.00	1,167.08	1,800.00	0.00	54,491.73
CO300	COORDINADOR DE PROGRAMA	64,190.38	2,674.90	11,604.65	12,068.84	7,543.02	8,123.26	21,468.60	0.00	1,582.01	1,800.00	0.00	64,190.38

[Signature]
Lc. Raúl Octavio Flores
Jefe Depto. De Recursos Humanos



[Signature]
Lc. Roberto Gutiérrez
Jefe del Depto. de Recursos Humanos



Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



[Signature]
Lc. Carlos...
Jefe del Depto. de Recursos Humanos





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRÁTICO													
CT002	TIEMPO COMPLETO CATEDRÁTICO	56,214.63	49,607.37	11,604.65	16,246.51	7,543.02	17,406.98	0.00	0.00	1,613.47	1,800.00	0.00	56,214.63
CT002	TIEMPO COMPLETO CATEDRÁTICO	38,957.86	29,566.59	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	1,183.44	1,800.00	0.00	38,957.86
CT002	TIEMPO COMPLETO CATEDRÁTICO	39,515.12	18,704.16	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CH002	COORDINADOR ADMINISTRATIVO	23,453.22	59.23	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	23,453.22
AY001	AYUDANTE DE MANTENIMIENTO	16,500.44	3,957.63	0.00	0.00	0.00	1,521.59	0.00	0.00	0.00	0.00	0.00	16,500.44
CU153	JEFE DE SECCION DE SOCIALES	56,618.52	45,339.49	11,604.65	16,246.51	8,703.49	5,802.33	11,604.65	0.00	856.89	1,800.00	0.00	56,618.52
AN002	ANALISTA PROGRAMADOR CALIBRATICO	27,487.62	3,474.51	0.00	0.00	0.00	1,521.59	0.00	0.00	0.00	0.00	29,320.13	56,807.75
CT002	TIEMPO COMPLETO CATEDRÁTICO	34,052.92	8,841.54	11,604.65	12,068.84	0.00	8,123.26	0.00	0.00	456.17	1,800.00	0.00	34,052.92
BI002	BIBLIOTECARIO	17,774.73	1,235.35	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,774.73
AU002	AUDITOR CATEDRÁTICO	21,593.44	14,557.19	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	21,593.44
CT002	TIEMPO COMPLETO CATEDRÁTICO	38,867.29	4,430.24	11,604.65	16,246.51	0.00	8,123.26	0.00	0.00	1,092.87	1,800.00	0.00	38,867.29
TE003	TESORERA VICERECTORIAL	26,210.91	18,292.84	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	26,210.91
CD008	EDUCADORA VICERECTORIAL	87,127.86	64,389.26	11,604.65	16,246.51	8,703.49	15,086.05	32,493.02	0.00	1,194.14	1,800.00	0.00	87,127.86
CD010	INVESTIGADORA	82,194.96	56,145.22	11,604.65	18,567.44	8,703.49	8,123.26	32,493.02	0.00	903.10	1,800.00	0.00	82,194.96

Lic. Raúl Octavio/urios
Jefe Depto. De Recursos Humanos

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Jefe Depto. De Recursos Humanos

Lic. Carmelo Rodríguez
Jefe Depto. De Recursos Humanos



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	63,907.86	39,877.87	11,604.65	16,246.51	8,703.49	8,123.26	16,246.51	0.00	1,183.44	1,800.00	0.00	63,907.86
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	48,890.27	38,926.78	11,604.65	16,246.51	6,382.56	1,740.70	11,024.42	0.00	91.43	1,800.00	0.00	48,890.27
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	46,211.33	40,959.35	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	893.89	1,800.00	0.00	46,211.33
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	47,748.06	32,023.00	11,604.65	16,246.51	8,703.49	8,123.26	0.00	0.00	1,270.15	1,800.00	0.00	47,748.06
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	76,061.84	43,380.79	11,604.65	16,246.51	8,703.49	12,765.11	24,369.77	0.00	572.31	1,800.00	0.00	76,061.84
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	17,184.35	2,514.11	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,184.35
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	17,337.64	14,007.80	5,802.33	6,034.42	3,191.28	870.35	0.00	0.00	539.26	900.00	0.00	17,337.64
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	49,690.64	31,510.61	11,604.65	16,246.51	6,382.56	12,765.12	0.00	0.00	891.80	1,800.00	0.00	49,690.64
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	58,074.74	35,795.02	11,604.65	16,246.51	7,543.02	8,123.26	11,604.65	0.00	1,152.65	1,800.00	0.00	58,074.74
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	53,885.22	28,569.46	11,604.65	16,246.51	7,543.02	8,123.26	7,543.02	0.00	1,024.76	1,800.00	0.00	53,885.22
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	38,313.67	17,394.80	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	539.25	1,800.00	0.00	38,313.67
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	42,263.58	32,475.52	11,604.65	16,246.51	6,382.56	5,802.32	0.00	0.00	427.54	1,800.00	0.00	42,263.58
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	50,959.30	30,270.50	11,604.65	18,567.44	9,863.95	8,123.26	0.00	0.00	1,000.00	1,800.00	0.00	50,959.30
COORDINADOR GENERAL DE RECURSOS HUMANOS	COORDINADOR GENERAL DE RECURSOS HUMANOS	6,549.93	11,604.65	12,008.94	0.00	1,740.70	0.00	0.00	0.00	106.67	1,800.00	0.00	27,320.86


Lc. Raúl Octavio Turcios
Jefe Depto. De Recursos Humanos


Lc. Carlos Alberto Guzmán
Jefe del Depto. de Recursos Humanos


Msc. Jorge Alberto Álvarez Morales
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD003	FORMAC.INICIAL	70,027.10	38,113.05	11,604.65	18,567.44	8,703.49	8,123.26	19,727.90	0.00	1,500.36	1,800.00	0.00	70,027.10
CD002	CATEDRATICO	35,741.88	17,695.42	11,604.65	12,068.84	6,382.56	3,481.39	0.00	0.00	404.44	1,800.00	0.00	35,741.88
CD089	CARRERA	52,839.27	14,685.61	11,604.65	16,246.51	7,543.02	8,123.26	6,382.56	0.00	1,139.27	1,800.00	0.00	52,839.27
CD089	ORIENTACION	56,106.48	37,281.70	11,604.65	12,068.84	6,382.56	8,123.26	15,086.05	0.00	1,041.12	1,800.00	0.00	56,106.48
CD087	TECNASUNTOS	57,402.79	40,555.06	11,604.65	12,068.84	7,543.02	8,123.26	15,666.28	0.00	596.74	1,800.00	0.00	57,402.79
CD002	CENTRO	34,757.21	26,995.20	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	34,757.21
CD031	INVEST.INNOV.LL	65,822.84	51,450.53	11,604.65	16,246.51	7,543.02	8,123.26	19,727.91	0.00	777.49	1,800.00	0.00	65,822.84
AS002	ASLADORA	14,371.60	3,362.16	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	14,371.60
CT002	CATEDRATICO	39,842.80	4,122.06	11,604.65	12,068.84	7,543.02	5,803.32	0.00	0.00	1,023.97	1,800.00	0.00	39,842.80
CT002	TIEMPO COMPLETO	49,995.96	45,606.29	11,604.65	16,246.51	6,382.56	12,765.12	0.00	0.00	1,197.12	1,800.00	0.00	49,995.96
BI002	BIBLIOTECARIO I	20,192.31	9,305.44	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	20,192.31
AD002	AUXILIAR	18,940.81	9,483.23	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	18,940.81
CT002	ADMINISTRATIVO	49,878.77	30,436.43	11,604.65	16,246.51	8,703.49	10,444.19	0.00	0.00	1,079.93	1,800.00	0.00	49,878.77
MO002	CATEDRATICO	75,273.38	3,910.60	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	26,504.94	52,128.32

L.C. Raúl Octavio Díaz
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Vice Rector Administrativo

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



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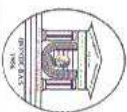
PLANILLA DE PAGO MES DE ABRIL DEL 2015

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Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AUXILIAR DE BIBLIOTECAS	BIB05	18,504.88	102.76	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	19,738.54	38,243.42
AUDITOR INTERNO	AI001	38,704.86	49.90	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	41,285.18	79,790.04
AUXILIAR DE BIBLIOTECAS	BIB05	20,252.11	12,943.37	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	21,602.25	41,854.36
SECRETARIA III	SE004	19,165.71	2,736.35	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	20,443.42	39,609.13
ALBAÑIL	AA002	17,344.68	1,414.49	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,344.68
COORDINADOR AUDIOVISUALES	CD190	33,596.75	30,650.02	11,604.65	12,068.84	0.00	0.00	8,123.26	0.00	0.00	1,800.00	0.00	33,596.75
CARRERA ADMON. EDUCATIVA	CD184	51,039.53	31,903.09	11,604.65	18,567.44	8,703.49	3,481.39	6,382.56	0.00	500.00	1,800.00	0.00	51,039.53
OFICIAL ADMINISTRATIVO	OA001	17,961.62	14,308.45	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,961.62
SECRETARIA IV	SE005	18,195.42	4,969.77	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	18,195.42
AUX. SERV. ADMINISTRATIVOS	AX003	19,811.35	9,604.22	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,811.35
ASIST. TECN. ASUNT. ACADEM. CUED	CD093	53,760.89	31,585.50	11,604.65	12,068.84	6,382.56	5,802.32	15,086.05	0.00	1,016.47	1,800.00	0.00	53,760.89
OFICIAL DE COMPRAS	OD003	15,740.43	20.71	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	15,740.43
CATEDRATICO POR HORA	CT004	8,040.00	5,494.70	0.00	0.00	0.00	0.00	0.00	0.00	120.00	0.00	0.00	8,040.00
CATEDRATICO TIEMPO COMPLETO	CT002	45,418.80	41,426.75	11,604.65	16,246.51	6,382.56	8,123.26	0.00	0.00	1,261.82	1,800.00	0.00	45,418.80

Lic. Raúl Octavio Martínez Flores
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Vice Rector Administrativo

Lic. Carolina de la Cruz Gutierrez
Tend. de la Universidad
Jefe de Departamento General



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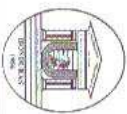
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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO	41,755.22	23,380.66	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	5,79.64	1,800.00	0.00	41,755.22
CT002	CALEDRATICO												
CT002	TIEMPO COMPLETO	48,798.84	17,901.01	11,604.65	18,567.44	8,703.49	8,123.26	0.00	0.00	0.00	1,800.00	0.00	48,798.84
CT002	CALEDRATICO												
CT002	TIEMPO COMPLETO	29,021.55	245.83	11,604.65	12,068.84	0.00	3,481.10	0.00	0.00	66.66	1,800.00	0.00	29,021.55
CT002	CALEDRATICO												
CT002	TIEMPO COMPLETO	29,288.16	26,628.89	11,604.65	12,068.84	0.00	3,481.39	0.00	0.00	333.28	1,800.00	0.00	29,288.16
CT002	CALEDRATICO												
CT002	TIEMPO COMPLETO	43,998.81	13,090.58	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	1,002.30	1,800.00	0.00	43,998.81
CT002	CALEDRATICO												
CT002	TIEMPO COMPLETO	44,885.06	20,611.41	11,604.65	16,246.51	8,703.49	5,802.32	0.00	0.00	728.09	1,800.00	0.00	44,885.06
CT002	CALEDRATICO												
CT002	TIEMPO COMPLETO	40,981.61	10,297.53	11,604.65	12,068.84	6,382.56	8,123.26	0.00	0.00	1,002.30	1,800.00	0.00	40,981.61
CT002	CALEDRATICO												
CT002	TIEMPO COMPLETO	47,661.35	14,831.42	11,604.65	16,246.51	8,703.49	8,123.26	0.00	0.00	1,183.44	1,800.00	0.00	47,661.35
CT002	CALEDRATICO												
CT002	TIEMPO COMPLETO	17,700.65	16,045.35	11,604.65	0.00	0.00	3,481.40	0.00	0.00	814.60	1,800.00	0.00	17,700.65
SE004	SECRETARIA III	19,279.09	7,067.64	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,279.09
CT002	CALEDRATICO												
CT002	TIEMPO COMPLETO	54,474.82	48,735.65	11,604.65	16,246.51	6,382.56	17,406.98	0.00	0.00	1,034.12	1,800.00	0.00	54,474.82
CD081	UNIVERSITARIOCUE	61,405.79	53,090.26	11,604.65	16,246.51	8,703.49	5,802.33	16,246.51	0.00	1,002.30	1,800.00	0.00	61,405.79
CT002	CALEDRATICO												
CT002	TIEMPO COMPLETO	43,021.80	26,613.50	11,604.65	16,246.51	0.00	12,765.12	0.00	0.00	605.52	1,800.00	0.00	43,021.80
CT002	CALEDRATICO												
CT002	TIEMPO COMPLETO	47,005.80	36,688.82	11,604.65	18,567.44	11,024.42	3,481.40	0.00	0.00	527.89	1,800.00	0.00	47,005.80

Lc. Raúl Octavio Jarama Jarama
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Msc. Jorge Alberto Alvarez
Vice Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Tercer General de la UPNFM
Lc. Carlos Humberto Gutiérrez
Jefe del Departamento Administrativo



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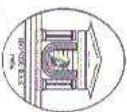
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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO	42,859.32	15,617.32	11,604.65	16,246.51	6,382.56	5,802.32	0.00	0.00	1,023.27	1,800.00	0.00	42,859.32
CD091	ASISTENTE TECNICO	35,906.87	31,056.11	11,604.65	16,246.51	7,543.02	5,802.32	12,184.88	0.00	725.49	1,800.00	0.00	55,906.87
CATEDRATICO													
CT002	TIEMPO COMPLETO	43,263.18	17,283.97	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	266.67	1,800.00	0.00	43,263.18
DIPLO DLSARROLLO													
CD076	PROFESIO	60,825.54	47,078.43	11,604.65	16,246.51	7,543.02	5,802.32	16,826.74	0.00	1,002.30	1,800.00	0.00	60,825.54
ASIST TECN VICE													
CD095	RLC JUV POSIC	55,761.62	25,778.94	11,604.65	16,246.51	7,543.02	3,481.39	15,086.05	0.00	0.00	1,800.00	0.00	55,761.62
DEPARTAMENTO													
CD112	COMERCIALES	52,993.80	24,831.81	11,604.65	16,246.51	8,703.49	3,481.40	11,024.42	0.00	133.33	1,800.00	0.00	52,993.80
CALDERA FICO													
CT002	TIEMPO COMPLETO	39,515.12	29,057.57	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CATEDRATICO													
CT002	TIEMPO COMPLETO	43,851.58	22,980.24	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	855.07	1,800.00	0.00	43,851.58
CATEDRATICO													
CT002	TIEMPO COMPLETO	41,175.58	30,394.70	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	500.00	1,800.00	0.00	41,175.58
CATEDRATICO													
CT002	TIEMPO COMPLETO	43,993.90	40,039.40	11,604.65	16,246.51	9,863.95	3,481.40	0.00	0.00	997.39	1,800.00	0.00	43,993.90
JEFE DE SECCION DE													
CD151	MATEMATICAS	52,280.22	29,226.75	11,604.65	16,246.51	7,543.02	3,481.39	11,604.65	0.00	0.00	1,800.00	0.00	52,280.22
CATEDRATICO													
CT002	TIEMPO COMPLETO	42,691.12	36,197.10	11,604.65	18,567.44	6,382.56	3,481.40	0.00	0.00	855.07	1,800.00	0.00	42,691.12
JEFE DE TALLER DE													
CD138	MADERA	48,365.95	36,816.76	11,604.65	16,246.51	6,382.56	3,481.40	8,123.26	0.00	727.57	1,800.00	0.00	48,365.95
CATEDRATICO													
CT002	TIEMPO COMPLETO	38,159.52	9,668.82	11,604.65	12,068.84	6,382.56	5,802.32	0.00	0.00	501.15	1,800.00	0.00	38,159.52

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
Jefe Depto. De Recursos Humanos
Msc. Jorge Alberto Rodríguez
Vice Rector Administrativo

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
Jefe del Departamento de Recursos Humanos
Lc. Carlos Humberto Gutiérrez
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CO091	ASISTENTE TECNICO CATEDRATICO	53,715.52	20,088.61	11,604.65	16,246.51	7,543.02	3,481.39	12,184.88	0.00	855.07	1,800.00	0.00	53,715.52
CT002	TIEMPO COMPLETO MAQUINA REPROD.	29,651.16	22,704.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
OP002	I	14,770.27	2,137.43	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	14,770.27
SL002	SECCIONARIA I	14,919.28	2,383.83	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	14,919.28
CT002	CATEDRATICO TIEMPO COMPLETO	35,601.39	5,775.01	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	263.94	1,800.00	0.00	35,601.39
CO185	CARRERA ORIENTACION	51,067.42	8,878.50	11,604.65	16,246.51	8,703.49	5,802.32	6,382.56	0.00	577.89	1,800.00	0.00	51,067.42
CO091	ASISTENTE TECNICO DEPARTAMENTO	53,162.49	30,797.32	11,604.65	16,246.51	7,543.02	3,481.39	12,184.88	0.00	302.04	1,800.00	0.00	53,162.49
CO064	NATURALES CILNCIAS/EDUCACION	59,823.24	35,514.82	11,604.65	16,246.51	7,543.02	5,802.32	16,826.74	0.00	0.00	1,800.00	0.00	59,823.24
CO104	N CATEDRATICO	47,707.20	43,246.36	11,604.65	12,068.84	6,382.56	3,481.40	11,604.65	0.00	765.10	1,800.00	0.00	47,707.20
CT002	TIEMPO COMPLETO CATEDRATICO	37,922.31	763.93	11,604.65	12,068.84	6,382.56	5,802.32	0.00	0.00	263.94	1,800.00	0.00	37,922.31
CT002	TIEMPO COMPLETO CATEDRATICO	45,845.32	26,351.42	11,604.65	18,567.44	7,543.02	5,802.32	0.00	0.00	577.89	1,800.00	0.00	45,845.32
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.11	19,204.79	11,604.65	16,246.51	6,382.56	3,481.39	0.00	0.00	0.00	1,800.00	0.00	39,515.11
CT002	TIEMPO COMPLETO CATEDRATICO	40,095.35	28,235.48	11,604.65	18,567.44	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	40,095.35
CT004	CATEDRATICO POR HORA	15,180.00	11,905.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,180.00

Lc. Raúl Octavio Jirón
Jefe Depto. De Recursos Humanos
Vice Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM
Jefe del Depto. de Administración General



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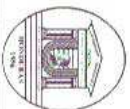
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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CALIDADATICO													
CT002	TIEMPO COMPLETO	38,076.46	18,385.46	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	302.04	1,800.00	0.00	38,076.46
CD186	CARRERA PRESECCULAR	44,156.98	25,826.71	11,604.65	16,246.51	6,382.56	1,740.70	6,382.56	0.00	0.00	1,800.00	0.00	44,156.98
OFICIAL													
OA002	ADMINISTRATIVO I	19,855.56	2,427.55	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,855.56
CATEDRATICO													
CT002	TIEMPO COMPLETO	27,742.08	18,520.17	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	527.89	1,800.00	0.00	27,742.08
CH001	COORD. MANTENIMI ENTO VEHICULAR	19,668.08	4,895.79	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	19,668.08
CALIDADATICO													
CT002	TIEMPO COMPLETO	56,761.63	51,389.25	11,604.65	18,567.44	6,382.56	17,405.98	0.00	0.00	1,000.00	1,800.00	0.00	56,761.63
SECRETARIA IV													
SE005	SECRETARIA IV	16,535.34	1,553.18	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	16,535.34
CATEDRATICO													
CT002	TIEMPO COMPLETO	25,473.49	22,876.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
DIRECTOR DE POST													
CD041	GRADO	60,351.14	36,987.63	11,604.65	18,567.44	6,382.56	1,740.70	15,727.90	0.00	527.89	1,800.00	0.00	60,351.14
SECRETARIA I													
SI002	SECRETARIA I	14,769.01	774.40	0.00	0.00	0.00	1,521.59	0.00	0.00	0.00	0.00	0.00	14,769.01
COORDINADOR DE													
CD183	CARRERA INGLES	44,304.87	17,516.99	11,604.65	12,068.84	7,543.02	3,481.40	7,543.02	0.00	203.94	1,800.00	0.00	44,304.87
COORDINADOR DE													
CD085	ASUNTOS RECTORIA	50,423.49	15,343.37	11,604.65	12,068.84	7,543.02	1,740.70	15,666.28	0.00	0.00	1,800.00	0.00	50,423.49
CATEDRATICO													
CT002	TIEMPO COMPLETO	41,836.04	10,489.29	11,604.65	16,246.51	6,382.56	5,802.32	0.00	0.00	0.00	1,800.00	0.00	41,836.04
CATEDRATICO													
CT002	TIEMPO COMPLETO	46,806.55	42,225.46	11,604.65	16,246.51	6,382.56	10,444.19	0.00	0.00	378.64	1,800.00	0.00	46,806.55

2015
L.C. Raúl Octavio Torres Rodríguez
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Msc. Jorge Alberto Alvarez Morales
Vice Rector Administrativo

Lic. Carlos Alberto Gutiérrez
Tecnico Especial de la UPRFM
Lic. Carmelo J. Jaramila
Jefe de Departamento Administrativo General



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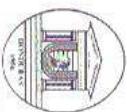
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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SE003	SECRETARIA II	17,014.57	563.19	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,014.57
SE002	SECRETARIA I	17,177.39	10,302.74	0.00	800.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	17,177.39
OT002	OFICINISTA	16,320.00	2,327.44	0.00	0.00	0.00	1,521.59	0.00	0.00	0.00	0.00	0.00	16,320.00
AX001	AUXILIAR DE SERVICIOS VARIOS	14,495.70	140.79	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,495.70
CO002	CONSERJE	13,965.38	3,760.89	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	13,965.38
CY002	COTIZADOR	17,385.65	8,440.12	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,385.65
AE002	MANEJO DE ELECTRICIDAD	14,679.43	1,832.71	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	14,679.43
AX003	AUX. SERV. ADMINISTRATIVOS	14,498.45	596.42	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	14,498.45
CC001	CAJERO PAGADOR	15,089.50	60.08	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,089.50
CT002	CATEDRATICO TIEMPO COMPLETO	35,837.44	21,021.85	11,604.65	1,206.84	6,382.56	3,481.39	0.00	0.00	500.00	1,800.00	0.00	35,837.44
MC002	AYUDANTE MECANICA	13,063.37	1,049.26	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	13,063.37
SE003	SECRETARIA II	15,272.50	4,364.96	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	15,272.50
CR001	COORDINADOR	6,400.00	3,312.00	7,880.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00
CT004	CALENDAICO POR HORA	9,440.00	8,486.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	720.00	0.00	9,440.00

Msc. Jorge Alberto Alvarez
Vice Rector Administrativo

Lic. Carlos Alberto Gutierrez
Jefe del Depto. de Recursos Humanos



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ABRIL DEL 2015

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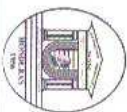
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo base	Nivel Acad.	Meritos Prof.	Años serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
OFICIAL													
GA001	ADMINISTRATIVO OFICIAL	18,291.25	9,881.06	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	18,291.25
GA001	ADMINISTRATIVO TECNICO	20,762.36	17,592.19	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	20,762.36
TA001	AUDIOVISUAL CALIDRA IICO	14,062.64	3,386.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,062.64
CT002	TIEMPO COMPLETO OFICIAL	37,774.42	20,773.21	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
GA001	ADMINISTRATIVO	16,974.52	5,059.01	0.00	800.00	0.00	1,521.59	0.00	0.00	0.00	0.00	0.00	16,974.52
AS007	ASEADORA	12,815.03	4,642.69	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	13,670.43	26,486.46
B003	BIBLIOTECARIA II	21,198.80	16,659.89	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	21,198.80
SE004	SECRETARIA III	15,588.24	4,512.35	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,588.24
SI002	SECRETARIA I SUPERVISOR AUX. MANUTENIMIENTO	15,840.21	6,142.28	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,840.21
SP005	MANUTENIMIENTO CATERATICO	14,416.87	8,811.44	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,416.87
CI002	TIEMPO COMPLETO CATERATICO	31,391.86	24,889.03	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,391.86
CI002	TIEMPO COMPLETO CATERATICO	31,641.86	20,377.13	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,641.86
CI003	MEDIO TIEMPO CATERATICO	15,984.04	14,490.36	5,802.33	8,123.26	0.00	870.35	0.00	0.00	0.00	900.00	0.00	15,984.04
CO088	PLAT EDUC VIRTUAL	42,828.13	32,648.26	11,004.65	12,068.84	0.00	1,740.70	15,086.05	0.00	527.89	1,800.00	0.00	42,828.13

Lc. Raúl Octavio Turrubiates
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto Guerrero
Tesorero General de la UENFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carmen Soledad Escobar
Jefe del Depto. De Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

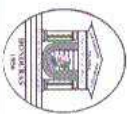
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	33,898.79	26,140.59	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	302.04	1,800.00	0.00	33,898.79
CATEDRÁTICO A													
CT003	MEDIO TIEMPO	19,189.26	17,431.15	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	302.04	900.00	0.00	19,189.26
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	42,099.98	23,642.47	11,604.65	16,246.51	8,703.49	3,481.39	0.00	0.00	263.94	1,800.00	0.00	42,099.98
SECRETARÍA DE													
SE006	SEDE	15,843.95	9,802.35	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,843.95
CAJEDRÁTICO													
CT002	TIEMPO COMPLETO	35,337.44	7,928.47	11,604.65	12,068.84	6,382.56	3,481.39	0.00	0.00	0.00	1,800.00	0.00	35,337.44
COORD. CARRERA													
CD006	EDUC. COMERCIAL	47,058.14	21,487.29	11,604.65	16,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	1,800.00	0.00	47,058.14
CATEDRÁTICO A													
CT003	MEDIO TIEMPO	19,802.55	17,343.84	5,802.33	8,123.26	3,771.51	870.35	0.00	0.00	335.10	900.00	0.00	19,802.55
CAJEDRÁTICO													
CT002	TIEMPO COMPLETO	34,440.92	25,072.99	11,604.65	12,068.84	8,703.49	0.00	0.00	0.00	203.94	1,800.00	0.00	34,440.92
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	29,482.78	11,442.79	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	527.89	1,800.00	0.00	29,482.78
TÉCNICO EN													
TX003	COMPUTACIÓN	17,165.28	3,071.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	17,165.28
MÉDICO GENERAL													
ML002	MÉDICO GENERAL	26,379.67	17,691.42	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	26,379.67
MÉDICO GENERAL													
ML002	MÉDICO GENERAL	47,498.26	23,976.15	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	47,498.26
SECRETARÍA II													
SL003	SECRETARÍA II	15,361.12	7,674.34	0.00	15,965.04	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,361.12
CATEDRÁTICO A													
CT003	MEDIO TIEMPO	18,171.98	1,455.79	5,802.33	6,034.42	3,191.28	1,740.70	0.00	0.00	503.25	900.00	0.00	18,171.98

L.C. Raúl Octavio González Mora
Jefe Depto. De Recursos Humanos

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

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

L.C. Carmelo González Vázquez
Jefe del Depto. de Asesoría y Asistencia



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO A													
CT003	MULTO TIEMPO CATEDRATICO POR HORA	13,895.20	9,573.65	5,802.33	6,034.42	0.00	870.35	0.00	0.00	268.10	900.00	0.00	13,895.20
CT004	ASISTENTE TECNICO	6,400.00	5,344.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00
CO091	CATEDRATICO	49,959.30	41,216.97	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	1,800.00	0.00	49,959.30
CT002	TIEMPO COMPLETO OFICIAL	42,996.50	38,629.74	11,604.65	16,246.51	7,543.02	5,802.32	0.00	0.00	0.00	1,800.00	0.00	42,996.50
QA001	ADMINISTRATIVO	15,630.63	9,643.19	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,630.63
CT002	CATEDRATICO	37,908.38	26,532.36	11,604.65	12,068.84	8,703.49	3,481.40	0.00	0.00	250.00	1,800.00	0.00	37,908.38
CT002	TIEMPO COMPLETO CATEDRATICO	40,095.35	36,167.93	11,604.65	16,246.51	8,703.49	1,740.70	0.00	0.00	0.00	1,800.00	0.00	40,095.35
B0002	BIBLIOTECARIO I	13,382.80	6,668.26	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,382.80
T0002	TRANSCRIPCIÓN DE DATOS	13,059.07	8,604.94	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,059.07
B0002	BIBLIOTECARIO I	12,217.38	1,663.32	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,217.38
GA002	GUARDALMACEN	11,241.09	3,186.65	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,241.09
MT002	MOTORIZA	14,240.18	1,723.18	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	15,189.53	29,429.71
CT002	CATEDRATICO	37,908.37	28,719.22	11,604.65	12,068.84	8,703.49	3,481.39	0.00	0.00	250.00	1,800.00	0.00	37,908.37
CO005	INST. INVY. LVAL EDUC.	47,986.11	11,504.65	18,567.44	8,703.49	3,481.39	30,127.09	0.00	0.00	500.00	1,800.00	0.00	74,829.06

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

Msc. Jorge Alberto Álvarez
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO	39,515.12	29,112.80	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CATEDRATICO													
CN002	CONJADOR I	16,152.27	14,242.29	0.00	13,199.93	0.00	400.00	0.00	0.00	0.00	0.00	0.00	16,152.27
DEPARTAMENTO TECNICA INDUSTRIAL													
CD116	TECNICA INDUSTRIAL	48,836.94	28,573.89	11,604.65	16,246.51	6,382.56	1,740.70	11,074.42	0.00	38.10	1,800.00	0.00	48,836.94
CATEDRATICO													
CT002	TIEMPO COMPLETO	40,713.68	31,450.00	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	38.10	1,800.00	0.00	40,713.68
CATEDRATICO A MEDIO TIEMPO													
CT003	MEDIO TIEMPO	20,047.69	18,218.76	5,802.33	9,283.73	3,191.28	870.35	0.00	0.00	0.00	900.00	0.00	20,047.69
OPERADOR Y AUXILIAR													
OG001	AUXILIAR	18,326.60	3,047.82	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	18,326.60
CATEDRATICO													
CN002	CONJADOR I	12,258.65	266.54	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,258.65
CATEDRATICO													
CT002	TIEMPO COMPLETO	38,274.42	32,785.78	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	500.00	1,800.00	0.00	38,274.42
SECRETARIA													
SG002	SECRETARIA	12,605.75	2,280.83	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,605.75
MEDICO													
MO002	ODONTOLOGO	17,997.42	15,615.08	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	17,997.42
CLINICO UNIVLA													
CD028	CEIBA	67,366.28	54,283.56	11,604.65	16,246.51	7,543.02	3,481.40	26,690.70	0.00	0.00	1,800.00	0.00	67,366.28
CATEDRATICO													
CT002	TIEMPO COMPLETO	37,774.42	24,327.76	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CATEDRATICO													
CT002	TIEMPO COMPLETO	28,992.99	8,232.85	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	38.10	1,800.00	0.00	28,992.99
CATEDRATICO													
CT002	CONJADOR	13,641.79	89.45	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,641.79

Lic. Raúl Octavio Turrubiates
Jefe Depto. De Recursos Humanos

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



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

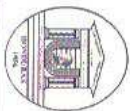
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SC002	SONIDISTA	12,511.11	3,960.57	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,511.11
OU001	OFICIAL DE PRESUPUESTO	15,583.78	7,075.96	0.00	12,661.50	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,583.78
CO002	CONSERJE	11,209.93	580.84	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,209.93
CO004	COORDINADOR PUBLICACIONES	49,843.26	24,494.57	11,604.65	12,068.84	7,543.02	1,740.70	15,086.05	0.00	0.00	1,890.00	0.00	49,843.26
CD207	COORD. CARRERA TURISMO Y HOSTEL	47,058.14	19,554.67	11,604.65	16,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	1,890.00	0.00	47,058.14
CT002	CATEDRATICO TIEMPO COMPLETO	34,757.21	21,377.74	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	1,890.00	0.00	34,757.21
CD007	VICE-RECTOR(A) ADMINISTRATIVO(A)	74,329.07	28,003.75	11,604.65	16,246.51	8,703.49	3,481.40	32,493.02	0.00	0.00	1,890.00	0.00	74,329.07
CD011	LABORATORIO DE COMERCIALES	47,638.37	11,470.02	11,604.65	16,246.51	6,382.56	3,481.39	8,173.26	0.00	0.00	1,890.00	0.00	47,638.37
CD192	COORDIN. DE PRAC. DOCENT. CUR.	42,018.57	27,095.05	11,604.65	12,068.84	7,543.02	1,740.70	8,123.26	0.00	38.10	1,890.00	0.00	42,918.57
CD142	COORD. LAB. MILICIA NADEL DYPORTE	41,720.01	39,028.11	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	1,890.00	0.00	41,720.01
CT004	CATEDRATICO POR HORA	9,440.00	8,485.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	720.00	0.00	9,440.00
CD047	ACADEM. CUR. RIOCURI	54,020.92	41,021.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,890.00	0.00	54,020.92
CD202	ASUNTOS ADIVINOS CUR	52,860.45	30,951.38	11,604.65	16,246.51	7,543.02	3,781.39	12,184.88	0.00	0.00	1,890.00	0.00	52,860.45
CT003	CATEDRATICO A MEDIO TIEMPO	13,585.20	4,877.47	5,802.33	6,034.42	0.00	870.35	0.00	0.00	38.10	900.00	0.00	13,585.20

L.C. Raúl Octavio Torres
Jefe Depto. De Recursos Humanos

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carlos Ismael Salazar
Jefe del Depto. de Asesoría General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ABRIL DEL 2015

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Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
EDUCACION FON													
CO158	OFICIAL CONTROL PRESUPUESTO	52,280.23	20,375.90	11,604.65	16,246.51	7,543.02	3,481.40	11,604.65	0.00	0.00	1,800.00	0.00	52,280.23
CO1002	CONJADOR I	21,771.37	1,309.01	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	23,190.79	44,932.16
CND002	CATEDRATICO A MEDIO TIEMPO	15,590.24	139.88	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,590.24
CT003	CATEDRATICO A MEDIO TIEMPO	17,416.71	14,028.53	5,802.33	6,034.42	3,771.51	870.35	0.00	0.00	38.10	900.00	0.00	17,416.71
CT002	TIEMPO COMPLETO DEPARTAMENTO	36,497.90	2,496.35	11,604.65	12,068.84	7,543.02	3,481.39	0.00	0.00	0.00	1,800.00	0.00	36,497.90
CD062	COMERCIALES CATEDRATICO	58,662.79	46,904.04	11,604.65	16,246.51	8,703.49	3,481.40	16,826.74	0.00	0.00	1,800.00	0.00	58,662.79
C1002	TIEMPO COMPLETO CATEDRATICO	37,774.42	28,400.24	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	33,483.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CD091	ASISTENTE TECNICO COORDINADOR	52,280.23	33,016.48	11,604.65	16,246.51	8,703.49	1,740.70	12,184.88	0.00	0.00	1,800.00	0.00	52,280.23
AK001	CONSEJERIA CATEDRATICO	12,411.61	1,768.79	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,411.61
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.11	28,396.11	11,604.65	16,246.51	6,382.56	3,481.39	0.00	0.00	0.00	1,800.00	0.00	39,515.11
CT002	TIEMPO COMPLETO CATEDRATICO	35,453.49	32,303.58	11,604.65	16,567.44	0.00	3,481.40	0.00	0.00	0.00	1,800.00	0.00	35,453.49
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	26,426.10	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CD036	CURRICULAR DESARROLLO	60,403.49	32,622.20	11,604.65	16,246.51	7,543.02	3,481.40	19,727.91	0.00	0.00	1,800.00	0.00	60,403.49

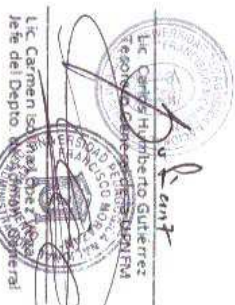
L.C. Raúl Octavio Zúñiga
Jefe Depto. De Recursos Humanos

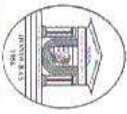


Msc. Jorge Alberto Alvarez
Vice Rector Administrativo



L.C. Carmen Ismael Chet
Jefe del Depto. de Asesoría Administrativa





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

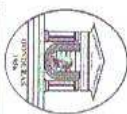
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO	36,097.90	24,468.82	11,604.65	12,068.84	7,543.02	3,481.39	0.00	0.00	0.00	1,800.00	0.00	36,097.90
CM002	CONTADOR I TECNICO	11,649.93	8,445.43	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,649.93
TA001	AUDIOVISUAL	11,204.84	7,985.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,204.84
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	30,317.28	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CD180	COORD. CARRERA TECNICA INDUST.	46,516.00	32,532.43	11,604.65	16,246.51	7,543.02	1,740.70	7,543.02	0.00	38.10	1,800.00	0.00	46,516.00
CO002	CONSERJE	12,398.72	1,736.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,398.72
AO001	AUXILIAR DE SERVICIOS VARIOS	12,476.36	6,964.18	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,476.36
RG002	JEFE DE SECCION	20,763.20	3,198.04	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	20,763.20
AX002	AUXILIAR DE SERVICIOS ESPECIAL	11,211.35	5,954.50	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,211.35
CM003	CONTADOR II	14,495.01	2,494.40	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,495.01
TD002	TRANSCRITOR DE DATOS	11,828.90	16.91	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,828.90
CO002	CONSERJE	10,771.28	9,017.82	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,771.28
CI0091	ASISTENTE TECNICO	49,959.30	40,553.66	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	1,800.00	0.00	49,959.30
CT002	CATEDRATICO TIEMPO COMPLETO	33,634.85	20,121.15	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	38.10	1,800.00	0.00	33,634.85

Lc. Raúl Octavio Martínez Flores
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Gerardo Solís
Jefe del Depto. de Asesoría General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

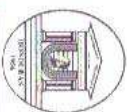
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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO CATEDRATICO	37,812.52	26,094.94	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	38.10	1,800.00	0.00	37,812.52
CT002	TIEMPO COMPLETO CATEDRATICO	49,959.30	42,095.11	11,604.65	16,246.51	7,543.02	12,765.12	0.00	0.00	0.00	1,800.00	0.00	49,959.30
CT002	TIEMPO COMPLETO CATEDRATICO	43,000.65	20,660.99	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	4.14	1,800.00	0.00	43,000.65
SE003	SECRETARIA II OFICIAL DE INGRESOS	13,822.10	7,606.57	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,822.10
OB002	CATEDRATICO INGRESOS	14,736.96	10,174.18	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	15,719.42	30,456.38
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	35,530.12	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CT002	TIEMPO COMPLETO CATEDRATICO	31,391.86	16,717.39	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,391.86
SE002	SECRETARIA I	11,663.15	2,379.16	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,663.15
SL003	SECRETARIA II AUXILIAR	12,346.87	1,024.90	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,346.87
AD002	ADMINISTRATIVO	13,757.35	6,591.70	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,757.35
SE005	SECRETARIA IV JEFE DE SECCION DE COMERCIALES	14,753.29	7,888.71	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,753.29
CO002	CONSERJE	53,440.69	35,498.28	11,604.65	16,246.51	8,703.49	3,481.39	11,604.65	0.00	0.00	1,800.00	0.00	53,440.69
CO002	ASISTENTE TECNICO	10,771.35	8,058.72	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,771.35
CO004	SECRETARIA	31,173.39	11,604.65	16,246.51	0.00	0.00	1,740.70	13,345.35	0.00	0.00	1,800.00	0.00	44,737.21

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
Jefe Depto. De Recursos Humanos
Lic. Raúl Octavio Alvarado Flores
Msc. Jorge Alberto Alvarado Flores
Vice Rector Administrativo

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
Lic. Carlos Humberto Gutiérrez
Resorte de la JEPNFM
Jefe del Depto. de Asesoría General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

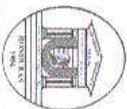
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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRÁTICO POR HORA													
CT004	HORA	9,000.00	8,233.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,000.00
CATEDRÁTICO TIEMPO COMPLETO													
CT002	TIEMPO COMPLETO	33,596.75	2,102.10	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
GA001 GUARDALMACÉN													
GA001	GUARDALMACÉN	11,522.49	8,090.49	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,522.49
CON002 CONSERE													
CON02	CONSERE	10,766.69	2,418.24	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,766.69
CATEDRÁTICO TIEMPO COMPLETO													
CT002	TIEMPO COMPLETO	33,870.33	30,751.03	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	273.58	1,800.00	0.00	33,870.33
CATEDRÁTICO TIEMPO COMPLETO CALIDAHUICÓ													
CT002	TIEMPO COMPLETO CALIDAHUICÓ	29,651.16	14,301.39	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CT003 MÚLTIPO TIEMPO OFICIAL													
CT003	MÚLTIPO TIEMPO OFICIAL	18,925.32	14,498.98	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	38.10	900.00	0.00	18,925.32
OA001 ADMINISTRATIVO													
OA001	ADMINISTRATIVO	13,771.28	4,204.29	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	13,771.28
SE002 SECRETARÍA I													
SE002	SECRETARÍA I	11,786.13	9,078.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,786.13
MT002 MOTORISTA													
MT002	MOTORISTA	11,696.19	113.13	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,696.19
CN003 CONTADOR II													
CN003	CONTADOR II	13,531.79	4,633.30	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,531.79
CN002 CONTADOR I													
CN002	CONTADOR I	13,899.07	10,725.91	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,899.07
SE003 SECRETARÍA II													
SE003	SECRETARÍA II	13,757.35	10,937.47	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	13,757.35
SE002 SECRETARÍA I													
SE002	SECRETARÍA I	11,781.47	1,534.50	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,781.47

Lc. Raúl Octavio Torres Rodríguez
Jefe Depto. De Recursos Humanos
Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Jefe del Departamento General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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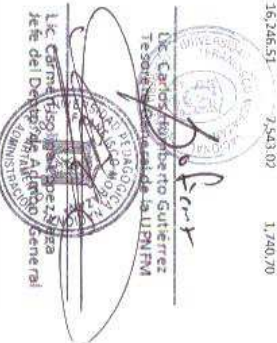
PLANILLA DE PAGO MES DE ABRIL DEL 2015

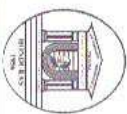
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AUX.SERV./ADMINIST.													
AX003	ACTIVOS	12,687.91	75.90	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,687.91
SE006	SECRETARIA DE SEDE	14,093.35	10,111.46	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,093.35
SE006	SECRETARIA DE SEDE	14,093.35	12,033.10	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,093.35
SE006	SECRETARIA DE SEDE	12,618.07	10,084.44	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,618.07
SE006	SECRETARIA DE SEDE	12,618.07	9,033.46	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,618.07
VI002	VIGILANTE	11,168.87	10,893.87	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,168.87
AS002	ASEADORA	10,971.41	4,988.96	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,971.41
AS002	ASEADORA	10,766.69	8,737.69	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,766.69
VI002	VIGILANTE	10,766.69	9,991.69	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,766.69
CO002	CONSERJE	10,766.69	10,591.69	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,766.69
CH002	COORDINADOR ADMINISTRATIVO	22,166.44	18,134.80	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,166.44
AS002	ASEADORA	10,766.69	9,991.69	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,766.69
CO002	CONSERJE	10,661.35	7,044.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,661.35
CT002	TIEMPO COMPLETO	38,472.98	32,423.71	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	38.10	1,800.00	0.00	38,572.98

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



Lc. Carlos Roberto Gutiérrez
Tesorero General de la UPNFM





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO	37,812.52	28,885.15	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	38.10	1,800.00	0.00	37,812.52
CATEDRATICO A													
CT003	MEDIO TIEMPO	18,925.32	13,428.47	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	38.10	900.00	0.00	18,925.32
LABORAL OHIO													
CD139	MAESTRALURGIA	47,638.38	33,725.21	11,604.65	16,246.51	6,382.56	3,481.70	8,123.26	0.00	0.00	1,800.00	0.00	47,638.38
CATEDRATICO													
CT002	TIEMPO COMPLETO	40,675.57	26,590.84	11,604.65	16,246.51	7,543.02	3,481.39	0.00	0.00	0.00	1,800.00	0.00	40,675.57
OFICIAL DE													
OH003	COMPRAS	16,459.62	9,334.85	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,459.62
ADMINISTRADOR													
AD001	ADMINISTRADOR	16,611.75	2,607.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,611.75
CONSERJE													
CO002	CONSERJE	11,206.80	724.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,206.80
SECRETARIA													
SE002	SECRETARIA	13,481.36	6,277.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,481.36
CATEDRATICO A													
CT003	MEDIO TIEMPO	17,378.61	6,912.82	5,802.33	6,034.42	3,271.51	870.35	0.00	0.00	0.00	900.00	0.00	17,378.61
CONTADOR													
CO002	CONTADOR	12,138.35	6,221.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,138.35
OPERADOR Y													
OC001	AUXILIAR DE	15,243.53	1,982.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,243.53
JEFE DE SECCION DE													
CD157	TEC. ALIMENTE HOGAR	49,417.17	23,626.76	11,604.65	16,246.51	6,382.56	1,740.70	11,604.65	0.00	38.10	1,800.00	0.00	49,417.17
CALDERA													
CT002	TIEMPO COMPLETO	35,337.45	26,405.11	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	35,337.45
ASISTENTE TECNICO													
CO091	ASISTENTE TECNICO	15,422.10	15,422.10	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	38.10	1,800.00	0.00	49,997.40

Lic. Raúl Octavio Torres
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Álvarez
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ABRIL DEL 2015

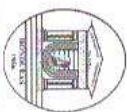
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Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
MT002	MOTONISTA AUXILIAR DE CONTABILIDAD	10,771.35	4,102.64	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,771.35
AR002	CONTABILIDAD	16,709.06	2,952.28	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,709.06
OD002	OFICIAL DE EGRESOS	16,755.15	1,961.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,755.15
AX003	AUX.SERV.ADMINIST. RATIVOS	13,095.66	4,783.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,095.66
CA1002	CATEDRÁTICO TIEMPO COMPLETO	28,954.88	12,673.04	11,604.65	12,068.84	0.00	3,481.39	0.00	0.00	0.00	1,800.00	0.00	28,954.88
CT002	CATEDRÁTICO TIEMPO COMPLETO	41,836.05	14,172.84	11,604.65	16,246.51	8,703.49	3,481.40	0.00	0.00	0.00	1,800.00	0.00	41,836.05
CT002	CATEDRÁTICO TIEMPO COMPLETO	39,515.11	26,331.12	11,604.65	16,246.51	6,382.56	3,481.39	0.00	0.00	0.00	1,800.00	0.00	39,515.11
CO002	CONSEJERO CATEDRÁTICO	11,493.49	818.60	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	11,493.49
CT002	CATEDRÁTICO TIEMPO COMPLETO	35,337.44	14,630.10	11,604.65	12,068.84	6,382.56	3,481.39	0.00	0.00	0.00	1,800.00	0.00	35,337.44
CA1002	CATEDRÁTICO TIEMPO COMPLETO	43,043.67	30,063.70	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	47.16	1,800.00	0.00	43,043.67
CT002	CATEDRÁTICO TIEMPO COMPLETO	33,712.79	30,311.93	11,604.65	18,567.41	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,712.79
SL002	ASISTENTE JURÍDICO DEPARTAMENTO DE REGISTRO	41,968.04	24,142.90	0.00	1,200.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	41,968.04
CD039	CATEDRÁTICO A	55,808.78	46,417.01	11,604.65	16,246.51	7,543.02	1,740.70	16,826.74	0.00	47.16	1,800.00	0.00	55,808.78
CT003	MEDIO TIEMPO	15,695.94	14,276.02	5,802.33	8,123.26	0.00	870.35	0.00	0.00	0.00	900.00	0.00	15,695.94

Lc. Raúl Octavio Porcasi Barral
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto Gutiérrez
Tesorero de la UPNFM
Msc. Jorge Alberto Álvarez
Vice Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Tesorero de la UPNFM
Msc. Jorge Alberto Álvarez
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

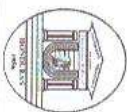
Cargo	Descripción	Sueldo bruto	Sueldo neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SE007	SECRETARIA V	20,491.88	6,403.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,491.88
A0003	AUDITOR II	16,561.71	1,393.63	0.00	800.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	16,561.71
B0002	DIRIGENTE CARGO I	10,960.00	7,456.32	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	10,960.00
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	34,038.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	CATEDRATICO TIEMPO COMPLETO	31,391.86	12,379.10	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,391.86
SE002	SECRETARIA I	11,494.54	6,066.62	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	11,494.54
CG003	COORDINADOR GRUPO MUSICAL	14,879.89	13,604.89	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	14,879.89
CG001	ASISTENTE TECNICO	52,860.45	29,559.70	11,604.65	16,246.51	7,343.02	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	52,860.45
CN003	CONJADOR II	13,853.67	11,554.50	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	13,853.67
CW003	CONTRADOR II	12,400.99	11,157.92	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	12,400.99
VI002	VIGILANTE	10,709.20	7,094.62	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	10,709.20
SE002	SECRETARIA I	11,466.00	5,100.00	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	11,466.00
CD001	ASISTENTE TECNICO CATEDRATICO	51,699.99	28,459.42	11,604.65	16,246.51	6,382.56	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	51,699.99
CT002	TIEMPO COMPLETO	33,596.75	12,612.97	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75

Lc. Raúl Octavio Torres
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Hernández
Vice Rector Administrativo

Lc. Germán Esteban Velásquez
Jefe del Depto. de Asesoría



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
JEFE DE SECCION DE													
CO098	SOCIALISTAS	50,539.53	43,504.91	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	1,800.00	0.00	50,539.53
CT003	CATEDRATICO A MEDIO TIEMPO	15,928.03	14,438.97	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	15,928.03
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	34,283.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	21,819.90	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CO002	CONSEJAL SECRETARIA DEL RECTOR	11,111.38	2,965.88	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	11,111.38
ST001	CAIEDRATICO A MEDIO TIEMPO	14,069.85	9,685.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,069.85
CT003	CAIEDRATICO A MEDIO TIEMPO	18,016.87	10,308.48	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	18,016.87
CO032	PLANTIFICACION Y PRES.	65,045.35	50,816.56	11,604.65	18,567.44	9,863.95	3,481.40	19,727.91	0.00	0.00	1,800.00	0.00	65,045.35
BU002	BIUDOTECARIO I	12,857.34	6,842.35	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,857.34
CD091	ASISTENTE TECNICO CATEDRATICO	48,218.60	28,415.57	11,604.65	16,246.51	6,382.56	0.00	11,184.88	0.00	0.00	1,800.00	0.00	48,218.60
CT002	TIEMPO COMPLETO	38,934.88	18,957.20	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
AP002	ANALISTA PROGRAMADOR	21,178.94	12,332.66	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,178.94
CT002	CAIEDRATICO TIEMPO COMPLETO	37,774.42	9,029.02	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	CAIEDRATICO TIEMPO COMPLETO	38,818.31	21,830.50	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,818.31

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

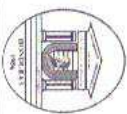
UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA

Lc. Carlos Alberto Gutiérrez
Tesorero de la UPRFM

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

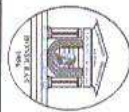
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEGORICO													
CT002	TIEMPO COMPLETO	37,774.42	26,717.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CATEGORICO													
CT002	TIEMPO COMPLETO	38,934.88	31,796.11	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
JEFE DE SECCION DE LETRAS Y L													
CD155	JEFE DE SECCION DE LETRAS Y L	50,539.53	21,861.15	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	1,800.00	0.00	50,539.53
CATEDRAICO													
CT002	TIEMPO COMPLETO	38,934.88	17,288.98	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
JEFE													
JD002	JEFE DEPARTAMENTO DE TECNOLOGIAS DE INFORM	33,094.53	20,156.27	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33,094.53
CATEDRAICO													
CD004	JEFE DEPARTAMENTO DE TECNOLOGIAS DE INFORM	57,502.33	41,691.84	11,604.65	16,246.51	6,382.56	1,740.70	19,727.91	0.00	0.00	1,800.00	0.00	57,502.33
SERVICIOS													
CT002	TIEMPO COMPLETO	37,774.42	18,871.15	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
GENERALES													
AV003	GENERALES	9,987.61	7,749.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,987.61
CATEGORICO													
CT002	TIEMPO COMPLETO	38,934.88	21,668.25	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
CATEDRAICO													
CT002	TIEMPO COMPLETO	34,757.21	26,850.74	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	34,757.21
CATEGORICO													
CT002	TIEMPO COMPLETO	37,774.42	31,038.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
DEPARTAMENTO													
CD111	MATEMATICAS	49,959.30	38,491.66	11,604.65	16,246.51	7,543.02	1,740.70	11,024.42	0.00	0.00	1,800.00	0.00	49,959.30
CENTRO													
CD081	UNIVERSITARIO/CUE	55,181.39	45,603.93	11,604.65	16,246.51	7,543.02	1,740.70	16,246.51	0.00	0.00	1,800.00	0.00	55,181.39
CATEDRAICO													
CT002	TIEMPO COMPLETO	37,774.42	26,391.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
Lc. Raúl Octavio Torres Gutiérrez
Jefe Depto. De Recursos Humanos

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
Msc. Jorge Alberto Alvarez
Vice Rector Administrativo

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
Lc. Carmelo Rodríguez
Jefe del Depto. de Asesoría General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ABRIL DEL 2015

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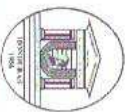
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	38,934.88	23,060.37	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
AS002	ASALDORA	9,987.61	9,712.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,987.61
CARRERA													
CD181	EDUCACION	45,317.44	22,834.04	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	0.00	1,800.00	0.00	45,317.44
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	37,774.42	18,332.58	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
SECRETARÍA IV													
SE005	SECRETARÍA IV	11,151.34	7,418.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,151.34
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	41,255.81	21,921.34	11,604.65	18,567.44	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	41,255.81
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	31,856.05	23,874.25	11,604.65	12,008.84	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	31,856.05
LABORATORIO DE													
CD141	COMERCIALES	47,058.14	27,337.17	11,604.65	16,246.51	7,543.02	1,740.70	8,123.26	0.00	0.00	1,800.00	0.00	47,058.14
OFICIAL JURÍDICO													
OD001	OFICIAL JURÍDICO	23,361.66	14,440.98	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,361.66
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	31,391.86	26,579.03	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,391.86
CATEDRÁTICO POR HORA													
CT004	HORA	9,440.00	4,095.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	720.00	0.00	9,440.00
OFICIAL DE PERSONAL													
OF002	OFICIAL DE PERSONAL	19,521.35	4,464.58	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,521.35
OFICIAL DE TECNOLOGÍA													
OF001	OFICIAL DE TECNOLOGÍA	19,293.04	11,182.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,293.04
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	38,934.88	7,543.17	11,604.65	15,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo



Lc. Carlos Humberto Gutiérrez
Tesorero de Recaudación y PNFIM
Jefe del Depto. de Asesoría General





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ABRIL DEL 2015

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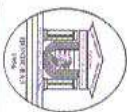
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRÁTICO													
C/002	TIEMPO COMPLETO	33,596.75	30,650.02	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
CATEDRÁTICO													
C/002	TIEMPO COMPLETO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRÁTICO													
C/002	TIEMPO COMPLETO	32,635.27	29,758.78	10,006.20	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	0.00	32,635.27
ILCN MANTENIM. CUPO Y SIS LIMA													
TM001		12,783.30	939.33	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,783.30
AUXILIAR													
AD002	ADMINISTRATIVO	12,188.35	9,460.17	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,188.35
JEFE DE SECCION DE COMERCIAL ALES													
CO152		50,539.53	30,375.14	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	1,800.00	0.00	50,539.53
CALUMNICO													
CT002	TIEMPO COMPLETO	25,473.49	23,046.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRÁTICO A													
CT003	MEDIO TIEMPO	14,825.59	13,427.48	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	900.00	0.00	14,825.59
SECRETARIA DE SEDE													
SE006		11,556.14	9,792.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,556.14
VIGILANIL													
V/002		10,180.87	8,128.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,180.87
CONSERJE													
CO002		10,180.87	7,460.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,180.87
ENFERMERA													
EN002		19,326.07	5,060.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,326.07
ASISTENTE TECNICO													
CU094	SECRETARIA	46,942.10	30,760.38	11,604.65	12,068.84	6,382.56	1,740.70	13,395.35	0.00	0.00	1,800.00	0.00	46,942.10
CATEDRÁTICO													
CI002	TIEMPO COMPLETO	33,596.75	25,020.02	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75

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Lic. Carmelo Rodríguez Vela
Jefe del Departamento de Asesoría General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

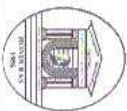
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Acquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO	33,596.75	8,507.65	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
CD170	COORDINADOR DE SEDE CHOLUTEC	41,720.01	18,091.45	11,604.65	12,068.84	6,382.56	1,740.70	8,113.26	0.00	0.00	1,800.00	0.00	41,720.01
CATEDRATICO													
CT002	TIEMPO COMPLETO	27,214.19	14,228.42	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	27,214.19
CATEDRATICO													
CT002	TIEMPO COMPLETO	38,934.88	35,217.75	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
CATEDRATICO													
CT002	TIEMPO COMPLETO	33,596.75	24,926.79	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
CATEDRATICO													
CT002	TIEMPO COMPLETO	31,391.86	19,378.03	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,391.86
TECN ASUNTOS													
CD090	VHAC	54,020.93	37,148.20	11,604.65	16,246.51	7,543.02	1,740.70	15,086.05	0.00	0.00	1,800.00	0.00	54,020.93
CATEDRATICO													
CT002	TIEMPO COMPLETO	33,596.75	29,180.02	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
CATEDRATICO													
CT002	TIEMPO COMPLETO	37,774.42	34,038.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CATEDRATICO A													
CT003	MEDIO TIEMPO	15,928.01	14,238.95	5,802.32	6,034.41	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	15,928.01
CATEDRATICO A													
CT003	MEDIO TIEMPO	15,950.92	13,959.97	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	15,950.92
CATEDRATICO A													
CT003	MEDIO TIEMPO	12,759.62	11,531.95	5,802.32	6,034.41	0.00	0.00	0.00	0.00	22.89	900.00	0.00	12,759.62
ADMINISTRADOR DE													
AD004	REDES	15,541.13	13,787.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,541.13
CATEDRATICO A													
CT003	MEDIO TIEMPO	18,016.87	8,398.47	5,802.33	8,123.25	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	18,016.87

Lic. Raúl Octavio Turcios Barrios
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Lic. Carlos Humberto Gutiérrez
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Vice Rector Administrativo

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	36,033.72	32,885.94	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
CD032	COORDINADOR DE CARRERA ESPAÑOL	45,317.44	31,606.52	11,604.65	16,246.51	6,382.56	1,740.70	7,243.02	0.00	0.00	1,800.00	0.00	45,317.44
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	24,561.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	CATEDRATICO TIEMPO COMPLETO	37,194.18	22,353.11	11,604.65	16,246.51	7,243.02	0.00	0.00	0.00	0.00	1,800.00	0.00	37,194.18
CT002	CATEDRATICO TIEMPO COMPLETO	27,214.19	15,456.02	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	27,214.19
CT002	CATEDRATICO TIEMPO COMPLETO	31,856.05	11,787.11	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	31,856.05
CT002	CATEDRATICO TIEMPO COMPLETO	31,856.05	20,949.35	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	31,856.05
CD001	ASISTENTE TECNICO CATEDRATICO	41,836.04	16,292.26	11,604.65	16,246.51	0.00	0.00	12,181.88	0.00	0.00	1,800.00	0.00	41,836.04
CT002	TIEMPO COMPLETO	29,651.16	21,801.19	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
OD002	ADMINISTRATIVO I ODONTOLOGO	18,707.34	8,217.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,707.34
MO002	MEDICO ODONTOLGO	18,700.76	9,100.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,700.76
SE004	SECRETARIA III CATEDRATICO	10,367.60	1,372.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,367.60
CT002	TIEMPO COMPLETO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
SE002	SECRETARIA I	9,837.12	1,096.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,837.12

[Signature]
Lc. Raúl Octavio Tullio Rodríguez
Jefe Depto. De Recursos Humanos

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Lc. Carlos Humberto Gutiérrez
Tesorero General de la UENPM

[Signature]
Lc. Jorge Alberto Álvarez López
Vice Rector Administrativo

[Signature]
Lc. Germán José López Viera
Jefe del Depto. de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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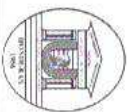
PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	29,651.16	27,029.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CN002	CONTRADOR	10,907.40	6,643.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,907.40
CONSERJE													
CO002	CONSERJE	9,397.12	1,242.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	29,651.16	15,532.31	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
BIBLIOTECARIO I													
BI002	BIBLIOTECARIO I	9,397.12	4,100.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CONSERJE													
CO002	CONSERJE	9,397.12	5,871.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
MOTONISTA													
MI002	MOTONISTA	9,397.12	2,510.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	36,033.72	26,135.94	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
TRANSCRIPCION DE DATOS													
TD002	TRANSCRIPCION DE DATOS	10,522.83	4,429.83	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,522.83
BIBLIOTECARIO I													
BI002	BIBLIOTECARIO I	9,397.12	9,122.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
ADMINISTRADOR DE SISTEMA													
AD005	ADMINISTRADOR DE SISTEMA	11,072.83	4,675.83	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,072.83
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	25,473.49	14,547.83	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
TECNICO SOPORTE													
TR001	TECNICO SOPORTE	13,732.19	7,191.75	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,732.19
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	36,033.72	19,396.85	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72

Msc. Jorge Alberto Alvarez
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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO A													
CT003	MEDIO TIEMPO	18,016.87	7,587.48	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	18,016.87
CATEDRATICO													
CT002	TIEMPO COMPLETO	29,651.16	25,479.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
TECNICO SOPORTE													
TR001	REDES Y PCS	10,687.47	9,664.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,687.47
CALIDRATICO A													
CT003	MEDIO TIEMPO	14,825.59	9,428.13	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	900.00	0.00	14,825.59
ASISTENTE TECNICO													
CO091	ASISTENTE TECNICO	41,836.04	31,930.89	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	41,836.04
GUARDALMACEN													
GA002	GUARDALMACEN	9,397.12	9,122.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
AUXILIAR DE CONTABILIDAD													
AB002	AUXILIAR DE CONTABILIDAD	10,180.87	5,307.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,180.87
CONSERJE													
CO002	CONSERJE	9,397.12	5,103.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CATEDRATICO													
CT002	TIEMPO COMPLETO	25,473.49	23,106.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CALIDRATICO													
CT002	TIEMPO COMPLETO	25,473.49	16,067.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
ACADEMICUR													
CD047	ACADEMICUR	37,658.37	31,754.95	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	37,658.37
ASISTENTE TECNICO													
CD091	ASISTENTE TECNICO	41,836.04	31,081.85	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	41,836.04
CATEDRATICO													
CT002	TIEMPO COMPLETO	29,651.16	24,770.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CATEDRATICO													
CT002	TIEMPO COMPLETO	25,473.49	14,306.97	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

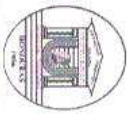
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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Varaciones	Total
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	25,473.49	17,676.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CALENDARIZADO													
CT003	MEDIO TIEMPO	15,725.57	5.53	5,802.32	8,123.25	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	15,725.57
TÉCNICO EN													
IX003	COMPUJACION	10,755.40	5,276.53	0.00	8,189.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,755.40
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	36,033.72	23,562.40	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	36,033.72	26,668.56	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
ANALISTA													
AP002	PROGRAMADOR	13,941.93	12,587.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,941.93
ASISTENTE TÉCNICO													
CD091	ASISTENTE TÉCNICO	41,836.04	30,153.57	11,604.65	16,246.51	0.00	0.00	0.00	12,184.88	0.00	1,800.00	0.00	41,836.04
AUDITOR													
AM002	AUDITOR	8,950.84	538.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,950.84
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	25,473.49	21,446.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	25,473.49	23,156.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	25,473.49	23,156.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	29,651.16	24,444.78	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CALENDARIZADO													
CT002	TIEMPO COMPLETO	29,651.16	26,029.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CIENCIAS/EDUCACIÓN													
CD104	N	37,078.14	27,675.19	11,604.65	12,068.84	0.00	0.00	0.00	11,604.65	0.00	1,800.00	0.00	37,078.14

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Jefe del Departamento de Administración



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

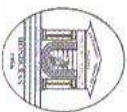
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	29,651.16	24,408.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	29,651.16	26,829.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
TRANSCRIPTOR DE DATOS													
T0002	DATOS	11,913.08	7,241.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,913.08
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	25,473.49	20,553.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	29,651.16	26,529.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
AUXILIAR ADMINISTRATIVO													
A0002	AUXILIAR ADMINISTRATIVO	10,275.27	358.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,275.27
AUXILIAR ADMINISTRATIVO													
A0002	AUXILIAR ADMINISTRATIVO	13,200.00	6,726.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,200.00
BIBLIOTECARIO LABORATORIO													
B0002	BIBLIOTECARIO LABORATORIO	8,646.48	4,914.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,646.48
COMPUTADORISTA													
CU002	COMPUTADORISTA	10,966.68	4,799.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,966.68
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	29,651.16	13,650.70	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	25,473.49	16,996.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	29,651.16	27,029.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	25,473.49	22,496.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

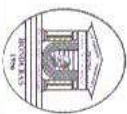
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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CALIDRATICO													
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	21,221.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CT002	TIEMPO COMPLETO ANALISTA	36,033.72	28,703.94	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
AP002	PROGRAMADOR AUXILIAR	14,509.60	14,234.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,509.60
AD002	ADMINISTRATIVO CALIDRATICO	12,358.28	10,210.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,358.28
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	20,009.69	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
GA001	GUARDALMACEN CATEDRATICO	11,000.00	5,462.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,866.67	16,866.67
CT002	TIEMPO COMPLETO TECNICO EN	29,651.16	22,529.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
TX003	COMPUTACION OFICIAL DE	9,218.72	7,753.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,218.72
OB003	INFORMACION	13,358.28	13,083.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,358.28
BI002	BIBLIOTECARIO I	9,218.72	8,943.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,218.72
BI002	BIBLIOTECARIO I	8,489.28	7,952.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
SE002	SECRETARIA I	8,489.28	6,094.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AX002	AUXILIAR DE SERVICIOS ESPECIAL	8,489.28	7,514.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE ABRIL DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CO002	CONSTRU TECNICO EN	8,489.28	4,181.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
TX003	COMPUTACION	8,489.28	7,012.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CC004	CAIRO	8,500.00	8,325.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,500.00
OA002	OFICIAL ADMINISTRATIVO I	10,000.00	9,825.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00
SL001	SECRETARIA	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
MD002	MEDICO ODONTOLOGO	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
BI002	BIBLIOTECARIO I	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AS002	ASISTENTE	8,489.28	8,214.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
SE002	SECRETARIA I	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
VI002	VIGILANTE	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
VI002	VIGILANTE	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AS002	ASEADORA	8,489.28	8,489.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CI002	TIEMPO COMPLETO	27,851.16	24,878.44	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,851.16
GA002	GUARDAMACIN	8,489.28	7,018.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
OA002	ADMINISTRATIVO I	12,000.00	11,225.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,000.00
CO002	CONSERJE	10,000.00	342.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00

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