



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE MAYO 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	21,860.12	637.83	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
SE002	SECRETARIA I	21,598.88	986.44	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
OA001	OFICIAL ADMINISTRATIVO	29,787.75	19,751.96	0.00	800.00	0.00	2,400.00	0.00	0.00	0.00	0.00	0.00	29,787.75
AX002	AUXILIAR DE 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	0.00	20,940.47
AX003	AUX.SERV/ADMINIST RATIVOS	19,558.26	2,507.62	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	11,403.20	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	17,220.87
CO002	CONSERJE	17,076.73	1,172.85	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	17,076.73
AX003	AUX.SERV/ADMINIST RATIVOS	22,227.86	1,560.51	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,227.86
AD002	AUXILIAR ADMINISTRATIVO	19,236.75	1,803.45	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	19,236.75
ST003	SECRETARIA DEL RECTOR II	23,035.23	2,348.40	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	23,035.23
AD001	ADMINISTRADOR COORDINADOR	42,856.23	8,950.49	0.00	800.00	0.00	2,400.00	0.00	0.00	0.00	0.00	45,713.31	88,569.54
CH002	ADMINISTRATIVO	24,418.09	11,244.49	0.00	800.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	24,418.09

L.C. Raúl Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos
Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
MT003	MOTONISTA II	22,328.25	476.96	0.00	0.00	0.00	2,321.59	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
JE002	JEFE DE SECCION CATEDRATICO	25,066.00	9,314.91	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	26,737.07	51,803.07
CT002	TIEMPO COMPLETO	38,186.26	7,844.94	11,604.65	12,068.84	6,382.56	5,802.32	0.00	0.00	527.89	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
SE003	SECRETARIA II	22,280.38	4,790.21	0.00	800.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,280.38
CN003	CONTADOR II	25,005.34	15,457.59	0.00	800.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	25,005.34
SE004	SECRETARIA III OFICIAL DE	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	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
CV003	COORDINADOR VENTAS LIBRERIA	23,062.20	1,616.33	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	1,680.84	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	7,841.92	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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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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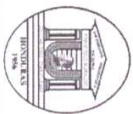
PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SE005	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	10,006.34	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	20,575.38	39,864.80
OB003	JEFE DEPARTAMENTO	23,787.02	8,231.22	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	23,787.02
JD002	BIBLIOTECARIA III	46,196.20	12,739.66	0.00	0.00	0.00	2,400.00	0.00	0.00	0.00	0.00	0.00	46,196.20
BI004	SECRETARIA I CAJERO-PAGADOR-RECEPTOR	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
SE002	SECRETARIA I	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
CV004	RECEPTOR	20,717.08	2,060.06	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	20,717.08
CT002	CAEDRATICO TIEMPO COMPLETO	59,493.02	50,965.30	11,604.65	18,567.44	9,863.95	17,406.38	0.00	250.00	0.00	1,800.00	0.00	59,493.02
CT002	CAEDRATICO TIEMPO COMPLETO	59,529.97	45,495.52	11,604.65	16,246.51	9,863.95	17,406.38	0.00	250.00	2,357.88	1,800.00	0.00	59,529.97
CT002	CAEDRATICO TIEMPO COMPLETO	52,263.36	14,576.82	11,604.65	12,068.84	7,543.02	17,406.38	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	CAEDRATICO TIEMPO COMPLETO	59,498.51	18,483.58	11,604.65	16,246.51	9,863.95	17,406.38	0.00	250.00	2,326.42	1,800.00	0.00	59,498.51
CT002	CAEDRATICO TIEMPO COMPLETO	57,830.53	11,039.75	11,604.65	16,246.51	8,703.49	17,406.38	0.00	250.00	1,818.90	1,800.00	0.00	57,830.53
CT002	CAEDRATICO TIEMPO COMPLETO	55,387.92	49,291.37	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

Lic. Raúl Octavio Tzucios B. Jefe Depto. De Recursos Humanos

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
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PLANILLA DE PAGO MES DE MAYO DEL 2015

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)	61,717.36	27,897.89	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	CATEDRATICO	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
CT002	TIEMPO COMPLETO	63,677.76	57,179.34	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
CT002	CATEDRATICO	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
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
CT002	CATEDRATICO	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
CT002	TIEMPO COMPLETO	81,995.81	68,164.27	11,604.65	12,068.84	8,703.49	17,406.98	27,851.16	250.00	2,310.69	1,800.00	0.00	81,995.81
CD011	DIRECTOR DE FUNDACION U.P.N	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
CD005	COORD. ASUNT. ACAD	80,949.60	65,170.87	11,604.65	16,246.51	8,703.49	12,765.11	27,851.16	250.00	1,728.68	1,800.00	0.00	80,949.60
CD016	SECRETARIO GENERAL	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
CD142	COORD. LAB. MEDICI NA DEL DEPORTE	55,375.35	36,914.11	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
CT002	CATEDRATICO	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
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
CT002	CATEDRATICO	51,161.50	46,301.13	11,604.65	18,568.84	6,382.56	17,406.98	0.00	250.00	1,648.47	1,800.00	0.00	51,161.50
CT002	TIEMPO COMPLETO												

[Signature]
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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

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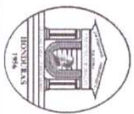
PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
JEFE DE TALLER DE													
CD136	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
CATEDRATICO													
CT002	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
DIRECTOR(A)/INST. C													
CD012	OOP: INCODE	90,689.50	60,898.65	11,604.65	16,246.51	11,024.42	17,406.98	30,172.09	250.00	2,184.85	1,800.00	0.00	90,689.50
CATEDRATICO													
CT002	TIEMPO COMPLETO	52,713.43	24,900.34	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	53,579.84	26,225.07	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
RECTOR(A)													
CD001	RECTOR(A)	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
DEPTO. RECURSOS													
CD071	HUMANOS	70,250.57	22,187.28	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
CENTRO UNIV. STA													
CD029	ROSA CORAN	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
CATEDRATICO													
CT002	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
CATEDRATICO													
CT002	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
CATEDRATICO													
CT002	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
CATEDRATICO													
CT002	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	58,963.69	42,374.70	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
CATEDRATICO													
CT002	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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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	TIEMPO COMPLETO CATEDRÁTICO	56,453.97	20,312.95	11,604.55	16,246.51	7,543.02	17,406.98	0.00	250.00	1,602.81	1,800.00	0.00	56,453.97
CT002	TIEMPO COMPLETO CATEDRÁTICO	57,761.67	22,693.77	11,604.55	16,246.51	8,703.49	17,406.97	0.00	250.00	1,750.05	1,800.00	0.00	57,761.67
CT002	TIEMPO COMPLETO CATEDRÁTICO	59,183.91	53,556.24	11,604.55	18,567.44	7,543.02	17,406.98	0.00	250.00	2,011.82	1,800.00	0.00	59,183.91
CT002	TIEMPO COMPLETO CATEDRÁTICO	55,006.24	30,693.23	11,604.55	12,068.84	9,863.95	17,406.98	0.00	250.00	2,011.82	1,800.00	0.00	55,006.24
CT002	TIEMPO COMPLETO CATEDRÁTICO	59,089.53	49,269.09	11,604.55	16,246.51	9,863.95	17,406.98	0.00	250.00	1,917.44	1,800.00	0.00	59,089.53
CT002	TIEMPO COMPLETO CATEDRÁTICO	56,646.12	35,829.51	11,604.55	16,246.51	7,543.02	17,406.98	0.00	250.00	1,794.96	1,800.00	0.00	56,646.12
CD070	ARTE DEPARTAMENTO	58,596.51	15,030.77	11,604.55	12,068.84	7,543.02	8,123.26	16,826.74	0.00	630.00	1,800.00	0.00	58,596.51
CT002	TIEMPO COMPLETO CATEDRÁTICO	53,391.58	35,122.33	11,604.55	18,567.44	7,543.02	12,765.12	0.00	250.00	861.35	1,800.00	0.00	53,391.58
CT002	TIEMPO COMPLETO CATEDRÁTICO	52,159.11	30,248.49	11,604.55	12,068.84	7,543.02	17,406.98	0.00	250.00	1,485.62	1,800.00	0.00	52,159.11
CD034	DIRECTOR DE EXTENSION	77,430.84	49,636.59	11,604.55	18,567.44	8,703.49	15,086.05	19,727.91	250.00	1,691.30	1,800.00	0.00	77,430.84
CT004	CATEDRÁTICO POR HORA	16,240.00	4,575.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,200.00	0.00	16,240.00
CT002	TIEMPO COMPLETO CATEDRÁTICO	41,673.10	15,512.24	11,604.55	12,068.84	0.00	15,086.05	0.00	250.00	863.56	1,800.00	0.00	41,673.10
CT002	TIEMPO COMPLETO CATEDRÁTICO	58,979.41	19,009.68	11,604.55	16,246.51	9,863.95	17,406.97	0.00	250.00	1,807.33	1,800.00	0.00	58,979.41
CT002	TIEMPO COMPLETO CATEDRÁTICO	59,951.13	29,294.34	11,604.55	18,567.44	8,703.49	17,406.98	0.00	250.00	1,618.57	1,800.00	0.00	59,951.13

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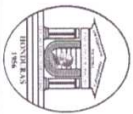
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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
DEPTO. PROTOCOLO													
CD075	Y CEREMON	63,317.01	42,074.75	11,604.65	12,068.84	6,382.56	12,765.11	16,826.74	250.00	1,619.11	1,800.00	0.00	63,317.01
IND02	INSTRUCTOR	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	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	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
CD089	VRAD	69,389.52	23,452.44	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	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	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
CD009	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	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	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	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 I	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
CD038	ESTUDIANTE	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	54,228.67	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	54,228.67

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lic. Carmelo López Vela
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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AV002	AYUDANTE DE MANTENIMIENTO	17,095.50	1,281.05	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,095.50
A2002	ASISTENTE DEPARTAMENTAL	30,903.74	5,073.89	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	30,903.74
CO114	NATURALES DEPARTAMENTO	57,287.50	38,660.68	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
CO061	MATEMÁTICAS DEPARTAMENTO	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
CT003	MEDIO TIEMPO CATEDRÁTICO A	16,107.08	1,343.63	5,802.33	6,034.42	0.00	2,901.17	0.00	0.00	469.16	900.00	0.00	16,107.08
CT002	TIEMPO COMPLETO CATEDRÁTICO	48,081.47	29,323.47	11,604.65	16,246.51	6,382.56	10,444.19	0.00	250.00	1,353.56	1,800.00	0.00	48,081.47
CT002	TIEMPO COMPLETO CATEDRÁTICO	56,385.85	45,494.47	11,604.65	16,246.51	7,543.02	17,406.97	0.00	250.00	1,534.70	1,800.00	0.00	56,385.85
SE002	SECRETARIA 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
CT002	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 AUX.SERV./ADMINIST	22,483.30	8,485.99	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,483.30
AK003	RATIVOS VICERECTOR(A)	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	ACADEMICO(A) CATEDRÁTICO	84,021.68	43,781.13	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
CT002	TIEMPO COMPLETO CATEDRÁTICO	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
CT002	TIEMPO COMPLETO CATEDRÁTICO	50,588.76	20,730.54	11,604.65	18,567.44	8,703.49	10,444.19	0.00	250.00	1,539.92	1,800.00	0.00	50,588.76

L.C. Raúl Octavio Turcios Bazzano
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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD091	ASISTENTE TÉCNICO CATEDRÁTICO	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
CT002	TIEMPO COMPLETO CATEDRÁTICO	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
CT002	TIEMPO COMPLETO	53,849.58	36,730.74	11,604.65	18,567.44	7,543.02	12,765.11	0.00	250.00	1,319.36	1,800.00	0.00	53,849.58
CM002	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
CD091	ASISTENTE TÉCNICO OFICIAL	62,911.48	47,575.73	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
OA001	ADMINISTRATIVO CATEDRÁTICO	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
CT002	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
SE003	SECRETARIA II MEDICO	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
MO002	ODONTÓLOGO DEPARTAMENTO CIENCIAS/EDUCACIO	34,462.68	10,595.56	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	34,462.68
CD069	CIENCIAS/EDUCACIO CATEDRÁTICO	67,285.49	28,336.99	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
CT002	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
SE002	SECRETARIA I CATEDRÁTICO	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
CT002	TIEMPO COMPLETO	49,625.53	42,039.85	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
CT002	TIEMPO COMPLETO	47,042.50	26,710.50	11,604.65	16,246.51	6,382.56	10,444.18	0.00	250.00	314.60	1,800.00	0.00	47,042.50

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

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L.C. Carmen Isolina López Vera
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Msc. Jorge Alberto Alvarado Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
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PLANILLA DE PAGO MES DE MAYO 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	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
AE003	ASCENSONISTA	17,095.04	10,872.21	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	128.68	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 CENTRO 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
CD027	CURSPS IO(CUR)	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	17,545.52	14,778.86	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,545.52
CATEDRATICO													
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	10,786.55	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	21,354.42
CN002	CONTADOR I	22,231.36	560.45	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,231.36
CO002	CONSERJE	16,691.78	2,406.72	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	16,691.78
TD002	TRANSCRIPTOR DE DATOS	19,621.59	11,017.40	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	19,621.59
CO002	CONSERJE	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
CD090	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	2,440.88	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,295.33

Lic. Raúl Octavio Turró Martínez
Jefe Depto. De Recursos Humanos

Msc. Jorge Alberto Álvarez Flores
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Lic. Carmelo Molina López Viera
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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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	20,834.60	1,683.25	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	20,834.60
CT002	CATEDRATICO	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
CT003	CATEDRATICO A	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
CT002	CATEDRATICO	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
CT006	DEPARTAMENTO TECNICA	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
AY001	AYUDANTE DE 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
AM002	AUXILIAR DE 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
CT002	CATEDRATICO	56,179.15	36,827.66	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
CD091	ASISTENTE TECNICO	61,718.61	39,899.97	11,604.65	16,246.51	8,703.49	10,444.18	12,184.88	0.00	734.90	1,800.00	0.00	61,718.61
CD118	EDUCACION FISICA	57,874.43	37,463.79	11,604.65	16,246.51	6,382.56	10,444.19	11,024.42	0.00	372.10	1,800.00	0.00	57,874.43
CT002	CATEDRATICO	46,682.02	26,934.46	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
SE002	SECRETARIA I	19,391.58	2,663.54	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,391.58
TE002	TESORERO	51,345.12	6,787.60	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	51,345.12
SE005	SECRETARIA IV	22,079.18	9,631.73	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	22,079.18

Lc. Raúl Octavio Turcios Benítez
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Lc. Carmen Isolina López Vera
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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 MAYO 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 DECANO FACULTAD DE HUMANIDADES	43,814.42	21,639.36	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
CD022	TIEMPO COMPLETO CATEDRATICO	79,379.83	55,831.99	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
CT002	TIEMPO COMPLETO	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
CN003	CONTADOR II	21,689.24	9,687.89	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	21,689.24
PI002	PLANIFICADOR	38,781.32	14,296.82	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	38,781.32
SE002	SECRETARIA I	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
SE002	SECRETARIA I	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	TIEMPO COMPLETO FACULTAD CIENCIA	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
CD051	YECNOLOGIA	69,129.94	44,788.58	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	TIEMPO COMPLETO JEFE DE SECCION DE	46,816.45	33,077.98	11,604.65	16,246.51	7,543.02	8,123.26	0.00	250.00	1,249.01	1,800.00	0.00	46,816.45
CD096	MATEMATICAS	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	TIEMPO COMPLETO	50,525.84	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	50,525.84
CATEDRATICO													
CT002	TIEMPO COMPLETO	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	TIEMPO COMPLETO	48,139.52	24,280.04	11,604.65	18,567.44	9,863.95	5,802.33	0.00	0.00	501.15	1,800.00	0.00	48,139.52

Lc. Raúl Octavio Turcios Bazzarín
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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	37,774.42	8,915.19	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
OFICIAL DE													
OF002	PERSONAL	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	44,901.16	27,983.81	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
OFICIAL													
OA003	ADMINISTRATIVO II	22,158.12	1,143.71	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,158.12
OFICINISTA													
OT002	TRANSCRIPTORA	20,823.99	5,165.08	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	20,823.99
DEPARTAMENTO													
CD068	EDUCACION FISICA	58,742.58	21,706.30	11,604.65	16,246.51	7,543.02	3,481.40	16,826.74	250.00	990.26	1,800.00	0.00	58,742.58
CATEDRATICO													
CT002	TIEMPO COMPLETO	44,471.58	15,105.55	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
DEPARTAMENTO													
CD063	SOCIALES	72,106.92	30,593.22	11,604.65	16,246.51	6,382.56	17,406.98	16,826.74	250.00	1,589.48	1,800.00	0.00	72,106.92
CATEDRATICO													
CT002	TIEMPO COMPLETO	45,989.25	34,296.25	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
CATEDRATICO A													
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													
SE002	SECRETARIA I	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 INFORMAT. EDUCATI													
CD150	V	56,096.62	45,102.65	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													
CO002	CONSERJE	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

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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	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
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	10,179.91	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	ELECTRICIDAD	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
TRANSCRIPTOR 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	0.00	22,604.12
CATEDRATICO													
CT002	TIEMPO COMPLETO	45,943.94	36,757.04	11,604.65	12,068.84	8,703.49	10,444.18	0.00	250.00	1,072.78	1,800.00	0.00	45,943.94
TELEFONISTA													
TI002	TELEFONIA	17,342.78	7,548.00	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	18,498.97	35,841.75
DEPARTAMENTO													
CD067	TECNALIMTER	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	8,956.22	11,604.65	12,246.51	7,543.02	10,444.19	0.00	0.00	566.70	1,800.00	0.00	48,205.07

L.C. Raúl Octavio Turco
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Vice Rector Administrativo

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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													
JD002	DEPARTAMENTO	46,029.92	27,326.38	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	46,029.92
SE005	SECRETARIA IV	21,849.04	7,467.98	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	21,849.04
CD074	DEPARTAMENTO TECNOLOG.EDU	63,765.54	38,662.78	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	CATEDRATICO TIEMPO COMPLETO	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	DIRECTOR DE EVALUACION	69,991.84	33,004.33	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	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	TECN. ASUNTOS VRAC	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	19,205.19	2,733.64	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,205.19
CT002	CATEDRATICO TIEMPO COMPLETO	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	DEPARTAMENTO TECALA MHOGAR	59,940.96	28,378.60	11,604.65	16,246.51	7,543.02	10,444.19	11,024.42	0.00	1,278.17	1,800.00	0.00	59,940.96
BI003	BIBLIOTECARIA II	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	CATEDRATICO TIEMPO COMPLETO	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	DEPARTAMENTO EDUCACION FISICA	56,341.86	35,622.05	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	FACULTAD 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

[Firma]
Lc. Rafael Turrubiates Blandino
Jefe Depto. De Recursos Humanos

[Firma]
Lc. Carmen Isolina Lopez Viera
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Alvarado
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD091	ASISTENTE TECNICO DEPARTAMENTO LETRAS	53,205.31	18,286.11	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
CD065	DEPARTAMENTO CIENCIAS/EDUCAC.	63,304.65	33,421.96	11,604.65	18,567.44	8,703.49	5,802.33	16,826.74	0.00	0.00	1,800.00	0.00	63,304.65
CD119	SECRETARIA I	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
SE002	CATEDRATICO TIEMPO COMPLETO	20,818.42	12,294.57	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	20,818.42
CT002	CATEDRATICO TIEMPO COMPLETO	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	CATEDRATICO TIEMPO COMPLETO	45,773.61	22,925.53	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	456.17	1,800.00	0.00	45,773.61
CD091	ASISTENTE TECNICO JEFE DE SECCION DE NATURALES ES	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	CATEDRATICO TIEMPO COMPLETO	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 TIEMPO COMPLETO	51,246.99	26,716.97	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	CATEDRATICO TIEMPO COMPLETO	38,699.50	2,173.37	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	CATEDRATICO 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 TIEMPO COMPLETO	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 COORDINADOR DE	17,536.73	2,724.52	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	18,705.85	36,242.58
CD048	UMCE	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

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

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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 DE													
CD300	PROGRAMA	64,190.38	1,467.59	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
	CATEDRATICO												
CT002	TIEMPO COMPLETO	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
	CATEDRATICO												
CT002	TIEMPO COMPLETO	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
	CATEDRATICO												
CT002	TIEMPO COMPLETO	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
	COORDINADOR												
CH002	ADMINISTRATIVO	23,453.22	90.68	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	23,453.22
	AYUDANTE DE												
AY001	MANTENIMIENTO	16,500.44	4,057.41	0.00	0.00	0.00	1,521.59	0.00	0.00	0.00	0.00	0.00	16,500.44
	JEFE DE SECCION DE												
CD153	SOCIALES 5	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
	ANALISTA												
AP002	PROGRAMADOR	27,487.62	2,878.17	0.00	0.00	0.00	1,521.59	0.00	0.00	0.00	0.00	0.00	27,487.62
	CATEDRATICO												
CT002	TIEMPO COMPLETO	34,052.92	4,325.54	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
	BIBLIOTECARIO I												
BI002		18,496.32	1,906.43	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	19,729.41	38,225.73
	AUDITOR I												
AI002		22,315.03	15,428.27	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	23,802.70	46,117.73
	CATEDRATICO												
CT002	TIEMPO COMPLETO	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
	OFICIAL DE												
TE003	TESORERIA	26,932.50	18,963.91	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	28,728.00	55,660.50
	VICEIRECTOR(A)												
CD008	EDUC. A DISTANCI	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

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

Lic. Carmen Solimón Vázquez
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
VICE RECTOR(A)													
CD010	INVESTI.POSTIGRA CENT.INV.INNOV.ED	82,194.96	59,360.22	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
CD056	ENTAL DEPARTAMENTO	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
CD120	ARTE CATEDRATICO	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
CT002	TIEMPO COMPLETO CATEDRATICO	46,211.33	37,194.35	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
CT002	TIEMPO COMPLETO CATEDRATICO	47,748.06	28,203.00	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
CD021	DE CIENCIA Y TECNOLOGIA	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
SE002	SECRETARIA I CATEDRATICO A	17,184.35	1,847.77	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,184.35
CT003	MEDIO TIEMPO CATEDRATICO	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
CT002	TIEMPO COMPLETO JEFE DE SECCION DE LETRAS	49,690.64	32,069.61	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
CD100	COORDINADOR DE CARRERA INGLES	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
CD183	CATEDRATICO	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
CT002	TIEMPO COMPLETO CATEDRATICO	40,054.36	18,991.89	11,604.65	16,246.51	6,382.56	3,481.39	0.00	0.00	539.25	1,800.00	0.00	40,054.36
CT002	TIEMPO COMPLETO CATEDRATICO	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
CT002	TIEMPO COMPLETO CATEDRATICO	50,959.30	30,270.50	11,604.65	16,246.51	9,863.95	8,123.26	0.00	0.00	1,000.00	1,800.00	0.00	50,959.30

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
VICE RECTOR(A)													
CD010	INVESTI. POSTGRU	82,194.96	59,360.22	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
CD056	CENT. INV. INNOV. ED	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
DEPARTAMENTO													
CD120	ARTE	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	46,211.33	37,194.35	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	47,748.06	28,203.00	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
DE CIENCIA Y													
CD021	TECNOLOGIA	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
SECRETARIA I													
SE002	SECRETARIA I	17,184.35	1,847.77	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,184.35
CATEDRÁTICO A													
CT003	MEDIO TIEMPO	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	49,690.64	32,069.61	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
JEFE DE SECCION DE													
CD100	LETRAS	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 DE													
CD183	CARRERA INGLES	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	40,054.36	18,991.89	11,604.65	16,246.51	6,382.56	3,481.39	0.00	0.00	539.25	1,800.00	0.00	40,054.36
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	50,959.30	30,270.50	11,604.65	16,246.51	9,863.95	8,123.26	0.00	0.00	1,000.00	1,800.00	0.00	50,959.30

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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 FORMAC.INICIAL	27,320.86	7,922.38	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	106.67	1,800.00	0.00	27,320.86
CD042	DOC	70,027.10	37,713.05	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
CATEDRATICO													
CT002	TIEMPO COMPLETO 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
CT002	TIEMPO COMPLETO TECN.ASUNTOS	46,456.71	8,829.61	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,139.27	1,800.00	0.00	46,456.71
CD089	VRAD CENTRO	56,106.48	37,245.65	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	INV.INN.EDUCL CATEDRATICO	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
CT002	TIEMPO COMPLETO DIRECTOR 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.EL	65,822.84	51,414.48	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
ASEADORA													
AS002	CATEDRATICO	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	TIEMPO COMPLETO CATEDRATICO	42,163.74	6,251.52	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	1,023.97	1,800.00	0.00	42,163.74
CT002	TIEMPO COMPLETO CATEDRATICO	49,995.96	45,646.29	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
BIBLIOTECARIO I													
BI002	AUXILIAR	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
ADMINISTRATIVO													
AD002	CATEDRATICO	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	TIEMPO COMPLETO	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

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Lic. Humberto Gutiérrez
Tesorero General de la UPNFM



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	TIEMPO COMPLETO CATEDRATICO	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
CT002	TIEMPO COMPLETO CATEDRATICO	41,255.22	23,380.66	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	579.64	1,800.00	0.00	41,255.22
CT002	TIEMPO COMPLETO CATEDRATICO	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	TIEMPO COMPLETO CATEDRATICO	29,021.55	245.83	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	66.66	1,800.00	0.00	29,021.55
CT002	TIEMPO COMPLETO CATEDRATICO	29,288.16	26,626.89	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	TIEMPO COMPLETO CATEDRATICO	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	TIEMPO COMPLETO CATEDRATICO	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	TIEMPO COMPLETO CATEDRATICO	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	TIEMPO COMPLETO CATEDRATICO	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	TIEMPO COMPLETO CATEDRATICO	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 CATEDRATICO	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	TIEMPO COMPLETO CENTRO	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	UNIVERSITARIO(CUE) CATEDRATICO	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	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

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
MEDICO													
MO002	ODONTOLOGO	25,223.38	3,856.86	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	25,223.38
BI005	AUXILIAR DE BIBLIOTECA	18,504.88	746.21	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	18,504.88
AI001	AUDITOR INTERNO	38,704.86	49.90	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	38,704.86
BI005	AUXILIAR DE BIBLIOTECA	20,252.11	12,943.37	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	20,252.11
SE004	SECRETARIA III	19,165.71	2,736.35	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,165.71
AI002	ALBAÑIL	17,344.68	1,560.08	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,344.68
CO190	COORDINADOR AUDIOVISUALES	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
CD184	CARRERA ADMON. EDUCATIVA	51,039.53	31,125.09	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
OA001	OFICIAL ADMINISTRATIVO	17,961.62	14,157.26	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	19,159.06	37,120.68
SE005	SECRETARIA IV	18,195.42	4,489.68	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	18,195.42
AX003	AUX.SERV.ADMINISTRATIVOS	19,811.35	9,567.22	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,811.35
CD093	ASIST.TECN.ASUNT. ACADEM.CUED	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
OI003	OFICIAL DE COMPRAS	15,740.43	74.44	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	15,740.43
CT004	CATEDRATICO POR HORA	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

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	42,859.32	15,647.32	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	1,023.27	1,800.00	0.00	42,859.32
CATEDRÁTICO													
CD091	ASISTENTE TÉCNICO	55,906.87	31,036.11	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
CATEDRÁTICO													
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
DEPTO. DESARROLLO													
CD076	PROFESOR	63,146.48	49,207.90	11,604.65	16,246.51	7,543.02	8,123.26	16,826.74	0.00	1,002.30	1,800.00	0.00	63,146.48
ASIST. TECN. VICE													
CD095	RECT. INV. POSTG	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
CATEDRÁTICO													
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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	43,851.58	22,960.24	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	41,175.58	30,358.65	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
CATEDRÁTICO													
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
CATEDRÁTICO													
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	39,126.76	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

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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	38,159.52	9,648.82	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
CD091	ASISTENTE TECNICO CATEDRATICO	53,715.52	20,388.61	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	22,304.94	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	4,137.43	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	14,770.27
SE002	SECRETARIA I CATEDRATICO	14,919.28	2,398.61	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	15,913.90	30,833.18
CT002	TIEMPO COMPLETO CATEDRATICO	35,601.39	8,508.06	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
CT002	TIEMPO COMPLETO	44,684.86	5,560.10	11,604.65	16,246.51	8,703.49	5,802.32	0.00	0.00	527.89	1,800.00	0.00	44,684.86
CD091	ASISTENTE TECNICO DEPARTAMENTO CIENCIAS/EDUCACION	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
CD064	NATURALES	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
CD104	N	47,707.20	43,346.36	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	15,110.53	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	26,353.42	11,604.65	18,567.44	7,543.02	5,802.32	0.00	0.00	527.89	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	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	40,095.35

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

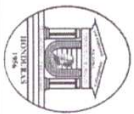
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PLANILLA DE PAGO MES DE MAYO DEL 2015

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 OFICINISTA	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	TRANSCRIPTORA	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	CONSERJER	13,965.38	2,961.29	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	13,965.38
CT002	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	MANT. ELECT. Y FONTAN. I.I.A	14,679.43	866.34	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.ADMINIST RATIVOS	14,498.45	541.71	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	1,044.08	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	12,068.84	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	1,776.30	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	15,222.50	2,964.96	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	15,222.50
CB001	COORDINADOR CATEDRATICO POR HORA	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		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 Flores
Vice Rector Administrativo

Lic. Carmen Leonor Torres Vazquez
Jefe de Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE MAYO 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
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
CT002	CATEDRATICO TIEMPO COMPLETO	39,817.15	19,982.55	11,604.65	16,246.51	6,382.56	3,481.39	0.00	0.00	302.04	1,800.00	0.00	39,817.15
CD186	CARRERA PRESCOLAR	44,156.98	25,611.63	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
CT002	CATEDRATICO TIEMPO COMPLETO	27,742.08	17,980.27	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
CT002	CATEDRATICO TIEMPO COMPLETO	56,761.63	51,389.25	11,604.65	18,567.44	6,382.56	17,406.98	0.00	0.00	1,000.00	1,800.00	0.00	56,761.63
SE005	SECRETARIA IV	16,535.34	2,656.08	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	16,535.34
CT002	CATEDRATICO 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
CD041	DIRECTOR DE POST GRADO	60,351.14	36,987.63	11,604.65	18,567.44	6,382.56	1,740.70	19,727.90	0.00	527.89	1,800.00	0.00	60,351.14
SE002	SECRETARIA I	14,769.01	567.74	0.00	0.00	0.00	1,521.59	0.00	0.00	0.00	0.00	0.00	14,769.01
CD183	COORDINADOR DE 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	263.94	1,800.00	0.00	44,304.87
CD085	COORDINADOR DE ASUNTOS RECTORIA	50,423.49	15,995.41	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
CT002	CATEDRATICO TIEMPO COMPLETO	41,836.04	12,822.62	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
CT002	CATEDRATICO TIEMPO COMPLETO	46,806.55	42,225.46	11,604.65	16,246.51	6,382.56	10,444.19	0.00	0.00	328.64	1,800.00	0.00	46,806.55

Lic. Raul Octavio Torres Flores
Jefe Depto. De Recursos Humanos

Lic. Carmen Soledad Lopez Vera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
S0002	SONIDISTA	12,541.11	3,960.57	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,541.11
OU001	OFICIAL DE PRESUPUESTO	15,582.78	7,075.96	0.00	12,661.50	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,582.78
CO002	CONSERJE	11,209.93	964.89	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,209.93
CD300	COORDINADOR DE PROGRAMA	56,225.81	36,186.55	11,604.65	12,068.84	7,543.02	1,740.70	21,468.60	0.00	0.00	1,800.00	0.00	56,225.81
CD207	COORD. CARRERA TURISM Y HOSTEL	47,058.14	20,020.77	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
CT002	CATEDRATICO TIEMPO COMPLETO	36,497.90	22,974.82	11,604.65	12,068.84	7,543.02	3,481.39	0.00	0.00	0.00	1,800.00	0.00	36,497.90
CD007	VICERRECTORIA ADMINISTRATIVA	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	1,800.00	0.00	74,329.07
CD141	LABORATORIO DE COMERCIALES	47,638.37	11,470.02	11,604.65	16,246.51	6,382.56	3,481.39	8,123.26	0.00	0.00	1,800.00	0.00	47,638.37
CD192	COORDIN. DE PRAC. DOCENT. CUR.	42,918.57	28,594.05	11,604.65	12,068.84	7,543.02	1,740.70	8,123.26	0.00	38.10	1,800.00	0.00	42,918.57
CD142	COORD.LAB.MEDICI NA DEL DEPORTE	41,720.01	35,028.11	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	1,800.00	0.00	41,720.01
CT004	CATEDRATICO 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
CD047	ACADEM.CUR. RIO(CUR)	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	1,800.00	0.00	54,020.92
CD202	ASUNTOS ADITIVOS CUR	52,860.45	30,951.38	11,604.65	16,246.51	7,543.02	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	52,860.45
CT003	CATEDRATICO A MEDIO TIEMPO	13,645.20	4,142.47	5,802.33	6,025.60	0.00	870.35	0.00	0.00	38.10	900.00	0.00	13,645.20

Lc. Raúl Octavio Jiróns Bravara
Jefe Depto. De Recursos Humanos

Lc. Carmen Isidra López Viera
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

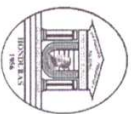
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PLANILLA DE PAGO MES DE MAYO DEL 2015

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	39,515.12	29,282.69	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	CONTADOR 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													
CD116	TECNICA INDUSTRIAL	48,836.94	28,573.89	11,604.65	16,246.51	6,382.56	1,740.70	11,024.42	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													
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													
OG001	AUX SOPORTE	18,326.60	4,128.32	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	18,326.60
CATEDRATICO													
CN002	CONTADOR I	12,258.65	4,365.79	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 I													
SE002	SECRETARIA I	12,605.75	2,211.39	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
CENTRO UNIV. LA													
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	24,267.05	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	8,980.85	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
COTIZADOR													
CV002	COTIZADOR	13,641.79	161.77	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,641.79

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Leonor Vazquez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT003	CATEDRATICO A MEDIO TIEMPO	13,895.20	8,573.85	5,802.33	6,034.42	0.00	870.35	0.00	0.00	288.10	900.00	0.00	13,895.20
CT004	CATEDRATICO POR HORA	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
CD091	ASISTENTE TECNICO CATEDRATICO	49,959.30	40,818.68	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
OA001	ADMINISTRATIVO CATEDRATICO	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	TIEMPO COMPLETO 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	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
BI002	BIBLIOTECARIO I TRANSCRIPTOR DE DATOS	13,382.80	6,968.26	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,382.80
TD002	DATOS	13,059.07	8,225.94	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,059.07
BI002	BIBLIOTECARIO I	12,217.38	1,819.75	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	13,031.87	25,249.25
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	MOTORISTA CATEDRATICO	14,240.18	1,723.18	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,240.18
CT002	TIEMPO COMPLETO	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
CD005	EVAL EDUC. INST. INV. Y	74,829.06	47,986.11	11,604.65	18,746.34	8,703.49	3,481.39	30,172.09	0.00	500.00	1,800.00	0.00	74,829.06


Lc. Raúl Octavio Toranzo Bernal
Jefe Depto. De Recursos Humanos


Msc. Jorge Alberto Avelar Flores
Vice Rector Administrativo


Lc. Humberto Gutiérrez
Jefe del Depto. de Admon General


Lc. Carmen Isolinalopez Vazquez
Jefe del Depto. de Admon General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

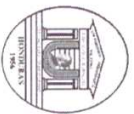
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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
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
CT003	CATEDRATICO A	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
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
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
CT002	TIEMPO COMPLETO	35,337.44	7,228.47	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
CD006	COORD. CARRERA EDUC.COMERCIAL	47,058.14	20,497.29	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
CT003	CATEDRATICO A	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
CT002	TIEMPO COMPLETO	34,440.92	24,441.62	11,604.65	12,068.84	8,703.49	0.00	0.00	0.00	263.94	1,800.00	0.00	34,440.92
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
TX003	TECNICO EN COMPUTACION	17,165.28	3,439.67	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	17,165.28
ME002	MEDICO GENERAL	26,379.67	17,507.88	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	26,379.67
ME002	MEDICO 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
SE003	SECRETARIA II	15,361.12	8,181.14	0.00	15,965.04	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,361.12
CT003	CATEDRATICO A	18,171.98	1,455.79	5,802.33	3,191.28	1,740.70	0.00	0.00	0.00	503.25	900.00	0.00	18,171.98

Msc. Jorge Alberto Alvarez Flores
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Lic. Garamontina Lopez Vera
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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
OFICIAL													
OA001	ADMINISTRATIVO OFICIAL	19,012.84	10,052.14	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	20,280.36	39,293.20
OA001	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 CATERATICO	14,062.64	2,465.23	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
OA001	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
AS002	ASEADORA	12,816.03	4,642.69	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	12,816.03
BI003	BIBLIOTECARIA II	21,198.80	16,559.89	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	2,709.05	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,588.24
SE002	SECRETARIA I	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	SUPERVISOR AUX. MANTENIMIENTO	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
CT002	CATERATICO TIEMPO COMPLETO	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
CT002	CATERATICO TIEMPO COMPLETO	31,641.86	20,377.13	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	250.00	1,800.00	0.00	31,641.86
CT003	CATERATICO A MEDIO TIEMPO	15,984.04	14,490.36	5,802.33	8,123.26	0.00	870.35	0.00	0.00	288.10	900.00	0.00	15,984.04
CD088	COORDINADOR PLAT. EDUC. VIRTUAL	42,828.13	32,648.26	11,604.65	12,688.84	0.00	1,740.70	15,086.05	0.00	527.89	1,800.00	0.00	42,828.13

Lic. Raúl Octavio Tórres
Jefe Depto. De Recursos Humanos

Msc. Jorge Alberto Álvarez Torres
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	36,497.90	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	36,497.90
CN002	CONTADOR I TÉCNICO	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	CATEDRÁTICO 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 TÉCNICA 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	1,116.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,398.72
AX001	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	1,066.04	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	5,938.31	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	11,958.77	23,170.12
CN003	CONTADOR II	14,495.01	2,402.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,495.01
TD002	TRANSCRIPTOR DE DATOS	11,828.90	42.57	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
CO091	ASISTENTE TÉCNICO CATEDRÁTICO	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	TIEMPO COMPLETO	33,634.85	18,573.97	11,604.65	0.00	6,382.56	1,740.70	0.00	0.00	38.10	1,800.00	0.00	33,634.85

Lic. Raúl Octavio Turea Rodríguez
Jefe Depto. De Recursos Humanos

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

Msc. Jorge Alberto Siverio Flores
Vice Rector/Adm. de RR.HH.



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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	25,729.32	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													
CT002	TIEMPO COMPLETO	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	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
SECRETARIA II													
SE003	SECRETARIA II	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
OFICIAL DE INGRESOS													
OB002	OFICIAL DE INGRESOS	14,736.96	8,641.70	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,736.96
CATEDRATICO													
CT002	TIEMPO COMPLETO	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	31,391.86	17,317.39	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
SECRETARIA I													
SE002	SECRETARIA I	11,663.15	2,448.98	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	12,440.69	24,103.84
SECRETARIA II													
SE003	SECRETARIA II	12,346.87	2,073.15	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	13,169.99	25,516.86
AUXILIAR ADMINISTRATIVO													
AD002	AUXILIAR ADMINISTRATIVO	13,757.35	6,591.70	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	14,674.51	28,431.86
SECRETARIA IV JEFE DE SECCION DE COMERCIALES													
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	15,736.84	30,490.13
CONSERJE ASISTENTE TECNICO													
CO002	CONSERJE 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
SECRETARIA													
CD094	SECRETARIA	51,119.77	37,029.39	11,604.65	16,246.51	6,382.56	1,740.70	13,345.35	0.00	0.00	1,800.00	0.00	51,119.77

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

Lc. Carmen Dolina López Viera
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Álvarez Fiala
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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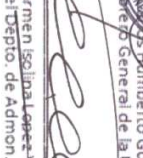
PLANILLA DE PAGO MES DE MAYO DEL 2015

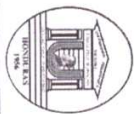
Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT004	CATEDRATICO POR HORA	9,000.00	8,233.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,000.00
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	214.10	11,604.55	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
GA001	GUARDALMACEN	11,522.49	7,358.01	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,522.49
CO002	CONSERJE	10,766.69	1,255.24	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,766.69
CT002	CATEDRATICO TIEMPO COMPLETO	33,870.33	30,751.03	11,604.55	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,870.33
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	14,301.39	11,604.55	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CT003	CATEDRATICO A MEDIO TIEMPO	18,925.32	12,804.98	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	OFICIAL 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	SECRETARIA I	11,786.13	9,386.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,786.13
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	CONTRADOR 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	CONTRADOR 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	SECRETARIA 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	SECRETARIA I	11,781.47	1,334.50	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,781.47


Lic. Raúl Octavio Turríos Balsemilla
Jefe Depto. De Recursos Humanos


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


Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo


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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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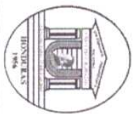
PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AUX SERV/ADMINISTI													
AX003	RATIVOS	12,687.91	2.90	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	10,135.48	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	CATEDRATICO TIEMPO COMPLETO	38,972.98	32,423.71	11,604.55	1,665.51	7,543.02	1,740.70	0.00	0.00	38.10	1,800.00	0.00	38,972.98

Msc. Jorge Alberto Flores
Vice Rector Administrativo

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

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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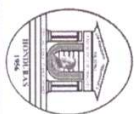
PLANILLA DE PAGO MES DE MAYO DEL 2015

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
LABORATORIO													
CD139	MAETALURGIA	47,638.38	33,564.21	11,604.65	16,246.51	6,382.56	3,481.40	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													
OD003	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	3,241.03	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	402.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,206.80
SECRETARIA I													
SE002	SECRETARIA I	13,481.36	3,789.05	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	3,771.51	870.35	0.00	0.00	0.00	900.00	0.00	17,378.61
CONTADOR I													
CN002	CONTADOR I	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													
OG001	AUX.SOPORTE	15,243.53	1,596.33	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	TECAUMTE HOGAR	49,417.17	21,301.76	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
CATEDRATICO													
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													
CD091	ASISTENTE TECNICO	51,738.09	17,019.19	11,604.65	6,382.56	3,481.39	12,184.88	0.00	38.10	1,800.00	0.00	51,738.09	

Lc. Raul Octavio Jimenez Barrios
Jefe Depto. De Recursos Humanos

Msc. Jorge Alberto Alvarez Rojas
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

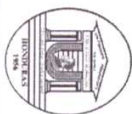
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PLANILLA DE PAGO MES DE MAYO DEL 2015

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
AU003	AUDITOR II	16,561.71	1,178.78	0.00	800.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	16,561.71
BI002	BIBLIOTECARIO I	10,960.00	7,502.54	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	10,960.00
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	34,038.48	11,604.55	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	31,391.86	14,019.75	11,604.55	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
CD091	ASISTENTE TECNICO	52,860.45	29,559.70	11,604.55	16,246.51	7,543.02	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	52,860.45
CN003	CONTRADOR 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
CN003	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
CD091	ASISTENTE TECNICO CATEDRATICO	51,699.99	28,423.37	11,604.55	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	10,944.97	11,604.55		6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75

Msc. Jorge Alberto Alvarez Flores
Vice Rector/ Administrativa

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



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
MT002	MOTORISTA AUXILIAR DE CONTABILIDAD	10,771.35	4,162.64	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	11,489.44	22,260.79
AB002	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 AUX.SERV. ADMINISTRATIVOS	16,755.15	2,475.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,755.15
AX003	CATEDRATICO	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
CT002	TIEMPO COMPLETO CATEDRATICO	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	TIEMPO COMPLETO CATEDRATICO	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	TIEMPO COMPLETO CATEDRATICO	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	CONSERJE CATEDRATICO	11,493.49	949.50	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	11,493.49
CT002	TIEMPO COMPLETO CATEDRATICO	35,337.44	13,787.10	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
CT002	TIEMPO COMPLETO CATEDRATICO	43,043.67	30,063.70	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	0.00	1,800.00	0.00	43,043.67
CT002	TIEMPO COMPLETO CATEDRATICO	33,712.79	30,311.93	11,604.65	18,567.44	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,712.79
SI002	ASISTENTE JURIDICO 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	CATEDRATICO A MEDIO TIEMPO	55,808.78	46,417.01	11,604.65	16,246.51	7,543.02	1,740.70	16,826.74	0.00	0.00	47.16	1,800.00	55,808.78
CT003		15,695.94	14,226.02	5,802.33	123.26	0.00	870.35	0.00	0.00	0.00	900.00	0.00	15,695.94

Lc. Raúl Octavio Turcios Belloso
Jefe Depto. De Recursos Humanos
Msc. Jorge Alberto Álvarez Nolasco
Vice Rector Administrativo

Lc. Gerardo Isolina López Viera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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													
CD098	SOCIALES	50,539.53	43,080.73	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
CATEDRATICO A													
CT003	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
CATEDRATICO													
CT002	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	37,774.42	17,548.48	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
CONSERJE													
CO002	SECRETARIA DEL	11,111.38	2,965.88	0.00	0.00	0.00	1,111.59	0.00	0.00	0.00	0.00	0.00	11,111.38
SECRETARIA DEL													
ST001	RECTOR	14,069.85	9,790.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,069.85
CATEDRATICO A													
CT003	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
PLANIFICACION Y													
CD032	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
BIBLIOTECARIO I													
BI002		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
ASISTENTE TECNICO													
CD091		48,218.60	28,415.57	11,604.65	16,246.51	6,382.56	0.00	12,184.88	0.00	0.00	1,800.00	0.00	48,218.60
CATEDRATICO													
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
ANALISTA													
AP002	PROGRAMADOR	21,178.94	12,596.13	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,178.94
CATEDRATICO													
CT002	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	38,018.31	21,830.50	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	243.89	1,800.00	0.00	38,018.31

Lc. Raúl Octavio Turcios Briones
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Lc. Carmen Isolantiz Vega
Jefe del Depto. de Admón. General

Msc. Jorge Alberto Alvares Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	TIEMPO COMPLETO	37,774.42	26,717.03	11,604.55	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	38,934.88	31,796.11	11,604.55	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
CD155	JEFE DE SECCION DE LETRAS Y L	50,539.53	20,698.15	11,604.55	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	1,800.00	0.00	50,539.53
CT002	CATEDRATICO	38,934.88	17,288.98	11,604.55	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
ID002	JEFE DEPARTAMENTO	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
CD004	TECNOLOGIAS DE INFORM	57,502.33	41,691.84	11,604.55	16,246.51	6,382.56	1,740.70	19,727.91	0.00	0.00	1,800.00	0.00	57,502.33
CT002	CATEDRATICO	37,774.42	9,684.92	11,604.55	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
AV003	SERVICIOS 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
CT002	CATEDRATICO	38,934.88	21,668.25	11,604.55	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
CT002	TIEMPO COMPLETO	34,757.21	26,550.74	11,604.55	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	34,757.21
CT002	CATEDRATICO	37,774.42	31,038.48	11,604.55	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CD111	DEPARTAMENTO DE MATEMATICAS	49,959.30	38,491.66	11,604.55	16,246.51	7,543.02	1,740.70	11,024.42	0.00	0.00	1,800.00	0.00	49,959.30
CD081	CENTRO UNIVERSITARIO(CUE	55,181.39	45,603.93	11,604.55	16,246.51	7,543.02	1,740.70	16,246.51	0.00	0.00	1,800.00	0.00	55,181.39
CT002	CATEDRATICO	37,774.42	26,391.03	11,604.55	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42

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

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PLANILLA DE PAGO MES DE MAYO 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	38,934.88	23,024.32	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
ASEADORA													
AS002	ASEADORA	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	23,218.04	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	37,774.42	16,728.20	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
SECRETARIA IV													
SE005	SECRETARIA 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
CATEDRATICO													
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
CATEDRATICO													
CT002	TIEMPO COMPLETO	31,856.05	23,724.25	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
LABORATORIO DE													
CD141	COMERCIALES	47,058.14	27,037.17	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 JURIDICO													
O1001	OFICIAL JURIDICO	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	31,391.86	24,549.03	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
CATEDRATICO POR													
CT004	HORA	9,440.00	3,857.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	720.00	0.00	9,440.00
OFICIAL DE													
OF002	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													
OF001	TECNOLOGIA	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	38,934.88	7,543.17	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

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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	CAEDRATICO 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
CT002	CAEDRATICO 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
CT002	CAEDRATICO TIEMPO COMPLETO	34,233.72	31,225.36	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	0.00	34,233.72
TM001	TECN.MANTENIM.E QUIPO Y SISTEMA	12,783.30	992.37	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,783.30
AD002	AUXILIAR 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
CD152	JEFE DE SECCION DE COMERCIAL ALES	50,539.53	29,375.14	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
CT002	CAEDRATICO 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
CT003	CAEDRATICO A 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
SE006	SECRETARIA DE SEDE	11,656.14	9,792.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,656.14
VI002	VIGILANTE	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
CO002	CONSERJE	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
EN002	ENFERMERA	19,326.07	8,603.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,326.07
CD094	ASISTENTE TECNICO SECRETARIA	46,942.10	30,760.38	11,604.65	12,068.84	6,382.56	1,740.70	13,345.35	0.00	0.00	1,800.00	0.00	46,942.10
CT002	CAEDRATICO TIEMPO COMPLETO	33,596.75	25,929.02	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

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

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



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	12,046.81	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 CHOLUTECA	41,720.01	18,091.45	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	1,800.00	0.00	41,720.01
CT002	CATEDRATICO TIEMPO COMPLETO	27,214.19	14,285.42	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
CT002	CATEDRATICO 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
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	24,776.79	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
CT002	CATEDRATICO TIEMPO COMPLETO	31,391.86	20,148.03	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
CD090	TECN. ASUNTOS VRAC	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
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	29,130.02	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
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
CT003	CATEDRATICO A 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
CT003	CATEDRATICO A MEDIO TIEMPO	15,950.92	13,959.97	5,802.32	6,034.42	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	15,950.92
CT003	CATEDRATICO A 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
AD004	ADMINISTRADOR DE 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
CT003	CATEDRATICO A MEDIO TIEMPO	18,046.87	8,399.47	5,802.32	8,123.26	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	18,046.87

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

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



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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 TECNICO EN	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
TX003	COMPUTACION	10,755.40	5,276.53	0.00	8,188.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,755.40
CATEDRATICO													
CT002	TIEMPO COMPLETO	36,033.72	23,262.40	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
CATEDRATICO													
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	12,639.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,941.93
CD091 ASISTENTE TECNICO													
CD091	ASISTENTE TECNICO	48,218.60	35,709.57	11,604.65	16,246.51	6,382.56	0.00	12,184.88	0.00	0.00	1,800.00	0.00	48,218.60
A0002 AUDITOR I													
A0002	AUDITOR I	8,950.84	467.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,950.84
CATEDRATICO													
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
CATEDRATICO													
CT002	TIEMPO COMPLETO	25,473.49	19,645.89	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRATICO													
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
CATEDRATICO													
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
CATEDRATICO													
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/EDUCACION													
CD104	N	37,078.14	27,675.19	11,604.65	12,068.84	0.00	0.00	11,604.65	0.00	0.00	1,800.00	0.00	37,078.14
CATEDRATICO													
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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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

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



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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	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 CONTADOR I													
CN002	CONTADOR I	10,907.40	6,643.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,634.56	22,541.96
CO002 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
CATEDRATICO													
CT002	TIEMPO COMPLETO	29,651.16	15,265.36	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
BIO02 BIBLIOTECARIO I													
BIO02	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
CO002 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
MTO02 MOTORISTA													
MTO02	MOTORISTA	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
CATEDRATICO													
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
TD002 TRANSCRIPTOR DE DATOS													
TD002	TRANSCRIPTOR 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
BIO02 BIBLIOTECARIO I													
BIO02	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
AD005 ADMINISTRADOR DE SISTEMA													
AD005	ADMINISTRADOR DE SISTEMA	11,072.83	4,625.83	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,072.83
CATEDRATICO													
CT002	TIEMPO COMPLETO	25,473.49	13,111.63	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
TE001 TECNICO SOPORTE REDES Y PCS													
TE001	TECNICO SOPORTE REDES Y PCS	13,732.19	7,121.70	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,732.19
CATEDRATICO													
CT002	TIEMPO COMPLETO	36,033.72	12,563.52	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 Flores
Vice Rector Administrativo

Lic. Carmelo Ibarra Lopez Vega
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO 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	26,479.94	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													
TB001	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
CATEDRATICO 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													
CD001	ASISTENTE TECNICO	41,836.04	31,530.89	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
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													
AB002	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	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRATICO													
CT002	TIEMPO COMPLETO	25,473.49	15,341.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
ACADEM.CUR.													
CD047	RIO(CUR)	37,658.37	31,754.95	11,604.65	12,068.84	0.00	0.00	0.00	12,184.88	0.00	1,800.00	0.00	37,658.37
ASISTENTE TECNICO													
CD001	ASISTENTE TECNICO	41,836.04	31,081.85	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	29,651.16	24,143.94	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	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

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

Msc. Jorge Alberto Alvarado Torres
Vice Rector Administrativo

Lc. Carmen-Soledad López Vera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO 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
CT002	CATEDRATICO 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
T0002	TRANSCRIPTOR DE DATOS	11,913.08	7,610.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,913.08
CT002	CATEDRATICO 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
CT002	CATEDRATICO 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
A0002	AUXILIAR ADMINISTRATIVO	10,275.27	2,309.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,275.27
A0002	AUXILIAR ADMINISTRATIVO	13,200.00	5,993.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,200.00
B0002	BIBLIOTECARIO I LABORATORIO	8,646.48	4,625.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,646.48
CI002	COMPUT CATEDRATICO	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
CT002	TIEMPO COMPLETO CATEDRATICO	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
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	18,617.93	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	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
CT002	TIEMPO COMPLETO CATEDRATICO	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
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	18,661.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16

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



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



Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO ANALISTA	36,033.72	27,303.94	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	12,358.28	10,220.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,358.28
CT002	CATEDRATICO 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
CT002	CATEDRATICO TIEMPO COMPLETO	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	5,680.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,000.00
CT002	CATEDRATICO TIEMPO COMPLETO TECNICO EN	29,651.16	20,641.94	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	7,956.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
SE002	SECRETARIA I AUXILIAR DE	8,489.28	6,225.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AX002	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
CO002	CONSERJE	8,489.28	3,631.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28

Msc. Jorge Alberto Alavez Flores
Vice Rector Administrativo

Lic. Carmen Isolina Lopez Vera
Jefe del Departamento de Admon. General

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
TECNICO EN													
TK003	COMPUTACION	8,489.28	7,110.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CC004 CAJERO													
CC004	CAJERO	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 ADMINISTRATIVO I													
OA002	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
SE001 SECRETARIA													
SE001	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
MO002 ODONTOLOGO													
MO002	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													
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 ASESADORA													
AS002	ASEADORA	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													
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													
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													
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 ASESADORA													
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
CT002 TIEMPO COMPLETO													
CT002	TIEMPO COMPLETO	27,851.16	24,878.44	11,504.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,851.16
GA002 GUARDALMACEN													
GA002	GUARDALMACEN	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													
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													
CO002	CONSERJE	10,000.00	1,830.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00
CT003 MEDIO TIEMPO													
CT003	MEDIO TIEMPO	15,086.03	4,676.66	5,802.32	9,283.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,086.03

Lic. Beatriz Torres Bernal
Jefe Depto. De Recursos Humanos

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

Msc. Jorge Alberto Alvarado Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MAYO DEL 2015

Cargo	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	TIEMPO COMPLETO	23,673.49	21,545.43	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
AD004	REDES	13,358.28	13,183.28	0.00	12,480.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,358.28
CT002	TIEMPO COMPLETO	27,851.16	25,378.44	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,851.16
TA001	AUDIOVISUAL	11,884.83	11,609.83	11,884.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,884.83
BI002	BIBLIOTECARIO I	9,000.00	8,225.00	9,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,000.00
CT002	TIEMPO COMPLETO	27,851.16	76,485.32	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,851.16
Total		23,550,924.56	13,706,507.22	4,751,857.80	6,244,990.96	2,481,364.45	2,715,680.70	1,904,323.15	22,500.00	234,822.51	726,960.00	378,610.27	23,929,534.83

Lc. Raul Octavio Turcios Ballester
Jefe Depto. De Recursos Humanos

Lc. Carmelita López Vesa
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo