

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
 DEPARTAMENTO DE RECURSOS HUMANOS
 PLANILLA DE PAGO MES DE ENERO DEL 2015

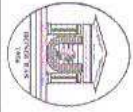
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
M1003	MOTORIZSTA II	21.606,06	2.456,92	0,00	0,00	0,00	1.600,00	0,00	0,00	0,00	0,00	21.606,06
SE007	SECRETARIA V	26.860,12	17.288,51	0,00	0,00	0,00	1.600,00	0,00	0,00	0,00	0,00	26.860,12
SE005	SECRETARIA IV	22.402,99	7.144,42	0,00	0,00	0,00	1.600,00	0,00	0,00	0,00	0,00	22.402,99
JL002	JEFE DE SECCION CATEDRATICO	24.344,41	11.001,30	0,00	800,00	0,00	1.200,00	0,00	0,00	0,00	0,00	24.344,41
CI002	TIEMPO COMPLETO	38.186,27	14.474,95	11.604,65	12.068,84	6.382,56	5.802,32	0,00	0,00	527,89	0,00	38.186,27
SE004	SECRETARIA III	23.633,37	13.335,90	0,00	0,00	0,00	1.600,00	0,00	0,00	0,00	0,00	23.633,37
SL003	SECRETARIA II	22.280,38	5.593,42	0,00	800,00	0,00	1.600,00	0,00	0,00	0,00	0,00	22.280,38
CN003	COMIADOR II	25.005,34	13.596,40	0,00	800,00	0,00	2.000,00	0,00	0,00	0,00	0,00	25.005,34
SE004	SECRETARIA III	22.975,06	12.703,41	0,00	0,00	0,00	1.600,00	0,00	0,00	0,00	0,00	22.975,06
OE002	OFICIAL DE REGISTRO	22.473,37	10.752,76	0,00	0,00	0,00	2.000,00	0,00	0,00	0,00	0,00	22.473,37
CV003	COORDINADOR VENIAS LIBERIA	23.062,20	9.961,42	0,00	0,00	0,00	1.200,00	0,00	0,00	0,00	0,00	23.062,20
SE003	SECRETARIA II	21.569,04	3.009,35	0,00	0,00	0,00	1.600,00	0,00	0,00	0,00	0,00	21.569,04
SL003	SECRETARIA II	21.503,36	9.338,54	0,00	0,00	0,00	2.000,00	0,00	0,00	0,00	0,00	21.503,36
SL007	SECRETARIA V	28.379,03	17.465,50	0,00	0,00	0,00	2.000,00	0,00	0,00	0,00	0,00	28.379,03
SE003	SECRETARIA II	21.860,12	2.410,73	0,00	0,00	0,00	2.000,00	0,00	0,00	0,00	0,00	21.860,12

Lc. Rauli Octavio Turces Espinoza
 Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto López Vazco
 Tesoro General de la Universidad

Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo

Lc. Carmen Isolina Lopez Vazco
 Jefe del Depto. de Admón. Gen



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

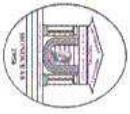
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Merito Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
JE002	JEFE DE SECCION	32,333.76	28,705.40	0.00	800.00	0.00	1,600.00	0.00	0.00	0.00	0.00	32,333.76
SE002	SECRETARIA I	21,598.88	3,620.93	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	21,598.88
SE003	SECRETARIA II	20,767.93	10,315.03	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	20,767.93
QA001	ADMINISTRATIVO OFICIAL	29,787.75	15,900.81	0.00	800.00	0.00	2,400.00	0.00	0.00	0.00	0.00	29,787.75
AX002	SERVICIOS ESPECIAL	20,940.47	6,315.64	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	20,940.47
AX003	AUX SERV ADMINIS TRATIVOS	19,558.26	4,519.51	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	19,558.26
CO002	CONSERJE	17,220.87	12,249.87	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	17,220.87
CO002	CONSERJE	17,076.73	2,433.80	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	17,076.73
AX003	AUX SERV ADMINIS TRATIVOS	22,227.86	5,620.50	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	23,709.72	45,917.58
AU002	ADMINISTRATIVO AUXILIAR	19,236.75	1,772.17	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	19,236.75
ST003	SECRETARIA DTL RECTOR II	23,035.23	5,951.01	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	23,035.23
AD001	ADMINISTRADOR	42,856.23	13,346.96	0.00	800.00	0.00	2,400.00	0.00	0.00	0.00	0.00	42,856.23
CI002	COORDINADOR ADMINISTRATIVO	24,418.09	13,947.91	0.00	800.00	0.00	1,600.00	0.00	0.00	0.00	0.00	24,418.09
SI005	SECRETARIA IV	22,308.84	12,117.22	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	22,308.84
AU001	AUXILIAR	19,289.42	12,908.67	0.00	0.00	0.00	900.00	0.00	0.00	0.00	0.00	19,289.42

[Handwritten signature]
 Lic. Octavio Turrubiates
 Jefe Depto. Recursos Humanos

[Handwritten signature]
 Lic. Carlos Humberto López Vesa
 Tesorero General de la UPFM

[Handwritten signature]
 Lic. Carmen Inés López Vesa
 Jefe de Depto. de Admón. General

Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

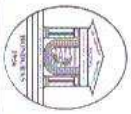
Puesto	Descripcion	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
08003	OFICIAL DE INFORMACION	23,787.02	13,425.36	0.00	800.00	0.00	1,200.00		0.00	0.00	0.00	23,787.02
J0002	JEFE DE PARLAMENTO	46,196.20	21,334.08	0.00	0.00	0.00	2,400.00		0.00	0.00	0.00	46,196.20
B0004	BIBLIOTECARIA III	23,582.60	6,961.40	0.00	800.00	0.00	1,200.00		0.00	0.00	0.00	23,582.60
S0002	SECRETARIA I	20,830.96	1,187.38	0.00	0.00	0.00	1,200.00		0.00	0.00	0.00	20,830.96
C0004	CALERO PAGADOR-RECEPTOR	20,717.08	3,506.44	0.00	0.00	0.00	1,600.00		0.00	0.00	0.00	20,717.08
C0002	CALEPVALICO TILMPO COMPLETO	59,493.02	50,965.30	11,604.65	18,567.44	9,863.95	17,406.98		0.00	0.00	0.00	59,493.02
C0002	CALEPVALICO TILMPO COMPLETO	59,529.97	44,798.06	11,604.65	16,246.51	9,863.95	17,406.98		0.00	250.00	2,357.88	59,529.97
C0002	CALEPVALICO TILMPO COMPLETO	52,263.36	14,182.27	11,604.65	12,068.84	7,543.02	17,406.98		0.00	250.00	1,589.87	52,263.36
B0004	BIBLIOTECARIA III CALIDVALICO	22,026.44	10,333.59	0.00	0.00	0.00	1,600.00		0.00	0.00	0.00	22,026.44
C0002	TILMPO COMPLETO CATERBATICO	59,498.51	4,972.32	11,604.65	16,246.51	9,863.95	17,406.98		0.00	250.00	2,326.42	59,498.51
C0002	TILMPO COMPLETO CATERBATICO	57,830.53	11,038.75	11,604.65	16,246.51	8,703.49	17,406.98		0.00	250.00	1,818.90	57,830.53
C0002	TILMPO COMPLETO DOCENTE	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	55,387.92
C0126	PRESENCIA) CATERBATICO	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	61,717.36
C0002	TILMPO COMPLETO ASISTENTE TECNICO	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	59,073.80
CD001	TECNICO	59,862.65	68,858.98	11,604.65	18,567.44	12,184.88	17,406.97		12,184.88	250.00	1,863.82	75,862.65

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

Misc. Jorge Alberto Alvarez Reyes
Vice Rector Administrativo

Lic. Carlos Aranda
Tesorero General

Lic. Carmen Soledad Lopez
Jefa del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

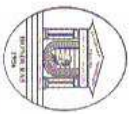
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Mucl Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	46,977.91	28,419.95	11,604.65	18,567.44	11,024.42	3,481.40	0.00	0.00	500.00	0.00	46,977.91
CT002	CATEDRATICO TIEMPO COMPLETO	57,653.26	43,519.67	11,604.65	16,246.51	8,703.49	17,406.98	0.00	250.00	1,641.63	0.00	57,653.26
CT002	CATEDRATICO TIEMPO COMPLETO	63,621.28	30,825.00	11,604.65	18,567.44	12,184.88	17,406.98	0.00	250.00	1,807.33	0.00	63,621.28
CD011	DIRECTOR DE FUNDACION U.P.N	81,995.81	18,164.27	11,604.65	12,068.84	8,703.49	17,406.98	27,851.16	250.00	2,310.69	0.00	81,995.81
CD045	COORD. ASUNT. ACAD. EMICOS RECTORIA	62,476.55	134.86	11,604.65	0.00	9,863.95	17,406.98	19,727.91	250.00	1,873.05	0.00	62,476.55
CD016	SECRETARIO * GENERAL	80,949.61	05,170.88	11,604.65	16,246.51	8,703.49	12,765.11	27,851.16	250.00	1,728.68	0.00	80,949.61
CD142	COORD. LAB. MEDIC. NA DEL DEPORTE	69,738.21	76,316.70	11,604.65	16,246.51	12,184.88	17,406.98	8,123.26	250.00	2,121.93	0.00	69,738.21
CT002	CATEDRATICO TIEMPO COMPLETO	55,375.35	36,914.11	11,604.65	16,246.51	9,863.95	15,086.05	0.00	250.00	524.19	0.00	55,375.35
CT002	CATEDRATICO TIEMPO COMPLETO	62,314.90	42,426.78	11,604.65	18,567.44	11,024.42	17,406.98	0.00	250.00	1,661.41	0.00	62,314.90
CT002	CATEDRATICO TIEMPO COMPLETO	53,983.13	48,224.52	11,604.65	18,567.44	7,543.02	12,765.12	0.00	250.00	1,452.90	0.00	53,983.13
CT002	CATEDRATICO TIEMPO COMPLETO	51,161.50	46,901.13	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,648.47	0.00	51,161.50
CD136	JEFE DE TALLER DE METALES	61,858.93	32,031.13	11,604.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,901.71	0.00	61,858.93
CT002	CATEDRATICO 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	0.00	55,215.14
CD012	DIRECTOR(A) INST. C. DOP 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	0.00	90,689.50
CT002	CATEDRATICO TIEMPO COMPLETO	52,713.43	22,150.05	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	879.47	0.00	52,713.43

Lic. Raúl Octavio Muñoz Sotomayor
Jefe Depto. De Recursos Humanos

Lic. Carlos Alberto López Vives
Tesorero General de la UPN

Msc. Jorge Alberto Álvarez Torres
Vice Rector Administrativo

Lic. Carmen Conchita Vives
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

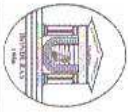
PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	53,579.84	26,261.12	11,604.65	12,068.84	8,703.49	17,406.98		250.00	1,745.88	0.00	53,579.84
CD001	RECTOR(A) DEPTO. RECURSOS HUMANOS	98,340.85	75,868.18	11,604.65	16,246.51	9,863.95	17,406.98		250.00	1,712.95	0.00	98,340.85
CD071	CENTRO UNIV. STA ROSA COPAN CATEDRATICO	70,250.57	23,698.33	11,604.65	12,068.84	8,703.49	17,406.98		250.00	1,589.87	0.00	70,250.57
CD079	ROSA COPAN CATEDRATICO	84,839.99	71,110.46	11,604.65	16,246.51	8,703.49	17,406.98		250.00	2,137.66	0.00	84,839.99
CT002	TIEMPO COMPLETO CATEDRATICO	56,441.04	30,317.28	11,604.65	16,246.51	7,543.02	17,406.98		250.00	1,589.88	0.00	56,441.04
CT002	TIEMPO COMPLETO TECNICO	53,423.83	30,782.11	11,604.65	12,068.84	8,703.49	17,406.98		250.00	1,589.87	0.00	53,423.83
CD047	ACADEM. CUR. CATEDRATICO	60,872.16	52,234.21	11,604.65	16,246.51	0.00	17,406.98		250.00	1,379.14	0.00	60,872.16
CT002	TIEMPO COMPLETO CATEDRATICO	53,511.73	33,068.76	11,604.65	12,068.84	8,703.49	17,406.98		250.00	1,677.77	0.00	53,511.73
CT002	TIEMPO COMPLETO CATEDRATICO	58,963.69	41,079.44	11,604.65	16,246.51	9,863.95	17,406.98		250.00	1,791.60	0.00	58,963.69
CT002	TIEMPO COMPLETO CATEDRATICO	49,237.02	44,429.97	11,604.65	16,246.51	7,543.02	10,444.19		250.00	1,348.65	0.00	49,237.02
CT002	TIEMPO COMPLETO CATEDRATICO	56,453.97	19,708.65	11,604.65	16,246.51	7,543.02	17,406.98		250.00	1,602.81	0.00	56,453.97
CT002	TIEMPO COMPLETO CATEDRATICO	55,440.75	16,113.07	11,604.65	16,246.51	8,703.49	15,086.05		250.00	1,750.05	0.00	55,440.75
CT002	TIEMPO COMPLETO CATEDRATICO	59,183.91	53,556.24	11,604.65	18,567.44	7,543.02	17,406.98		250.00	2,011.82	0.00	59,183.91
CT002	TIEMPO COMPLETO CATEDRATICO	55,006.24	30,693.23	11,604.65	12,068.84	9,863.95	17,406.98		250.00	2,011.82	0.00	55,006.24
CD030	COORDINADOR DE PROGRAMA	76,726.52	37,201.24	11,604.65	12,068.84	9,863.95	17,406.98		250.00	2,263.50	0.00	76,726.52

Lic. Roberto Antonio Turrion
Jefe Depto. De Recursos Humanos

Lic. Carlos Fajardo
Tesorero General

Lic. Carmen Soledad Lopez
Jefe del Depto. de Admision



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Mirol Acad.	Merito Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	59,089.53	44,090.41	11,604.65	16,246.51	9,883.95	17,406.98	0.00	250.00	1,917.74	0.00	59,089.53
CT002	CATEDRATICO TIEMPO COMPLETO	56,616.12	30,070.35	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,794.96	0.00	56,616.12
CD070	DEPARTAMENTO ARTE	58,586.51	16,449.87	11,604.65	12,068.84	7,543.02	8,123.26	16,826.74	0.00	630.00	0.00	58,586.51
CT002	CATEDRATICO TIEMPO COMPLETO	53,391.58	35,122.33	11,604.65	18,567.44	7,543.02	12,765.12	0.00	250.00	861.35	0.00	53,391.58
CT002	CATEDRATICO TIEMPO COMPLETO	52,159.11	29,853.94	11,604.65	12,068.84	7,543.02	17,406.98	0.00	250.00	1,485.62	0.00	52,159.11
CD034	DIRECTOR DE EXTENSION	77,430.84	49,585.59	11,604.65	18,567.44	8,703.49	15,086.05	19,727.91	250.00	1,091.30	0.00	77,430.84
CT004	CALLURATICO POR HORA	16,240.00	4,575.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,240.00
CT002	CATEDRATICO TIEMPO COMPLETO	41,673.10	15,512.24	11,604.65	12,068.84	0.00	15,086.05	0.00	250.00	863.56	0.00	41,673.10
CT002	CATEDRATICO TIEMPO COMPLETO	41,285.59	32,265.11	11,604.65	16,246.51	9,883.95	17,406.97	0.00	250.00	1,807.33	0.00	41,285.59
CT002	CALLURATICO TIEMPO COMPLETO	59,951.13	29,339.12	11,604.65	18,567.44	8,703.49	17,406.98	0.00	250.00	1,618.57	0.00	59,951.13
CD075	DEPTO. PROTOCOLO Y CEREMON.	63,317.02	46,586.82	11,604.65	12,068.84	6,382.56	12,765.11	16,826.74	250.00	1,619.11	0.00	63,317.02
IN002	INSTRUCTOR CALLURATICO	17,747.81	7,846.62	11,604.65	0.00	0.00	3,481.40	0.00	0.00	861.76	0.00	17,747.81
CT002	CALLURATICO TIEMPO COMPLETO	53,759.02	17,859.22	11,604.65	16,246.51	7,543.02	12,765.12	0.00	250.00	1,228.79	0.00	53,759.02
CT002	CALLURATICO TIEMPO COMPLETO	49,182.59	29,973.00	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,794.22	0.00	49,182.59
CD089	TECN. ASUNTOS. VRAD	69,389.53	28,471.35	11,604.65	16,246.51	9,883.95	12,765.12	15,086.05	250.00	1,773.25	0.00	69,389.53

[Signature]
Lic. Raúl Octavio Torres Barrios
Jefe Depto. De Recursos Humanos

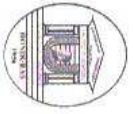
[Signature]
Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

[Signature]
Lic. Carlos Humberto Gutiérrez
Jefe del Depto. de Admon. Gene.

[Signature]
Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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

[Signature]
Lic. Carlos Humberto Gutiérrez
Jefe del Depto. de Admon. Gene.



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

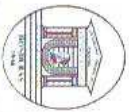
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Meritos Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	53,122.16	43,303.58	11,604.65	16,246.51	7,543.02	15,086.05		125.00	716.93	0.00	53,122.16
CT002	CATEDRATICO TIEMPO COMPLETO	56,313.19	50,945.80	11,604.65	16,246.51	7,543.02	17,406.98		250.00	1,462.03	0.00	56,313.19
CD099	JEFE DE SECCION DE NATURALES	58,080.12	47,643.96	11,604.65	12,068.84	8,703.49	10,444.18		250.00	1,604.30	0.00	58,080.12
CT002	CATEDRATICO TIEMPO COMPLETO	56,980.77	20,034.05	11,604.65	18,567.44	8,703.49	15,086.05		250.00	969.14	0.00	56,980.77
CT002	CATEDRATICO TIEMPO COMPLETO	46,190.53	32,812.81	11,604.65	12,068.84	6,382.56	12,765.11		250.00	1,319.36	0.00	46,190.53
CT002	CATEDRATICO TIEMPO COMPLETO	42,599.52	17,531.78	11,604.65	12,068.84	7,543.02	8,123.26		250.00	1,209.75	0.00	42,599.52
BI002	BIBLIOTECARIO I SERVICIOS	22,811.00	14,444.28	0.00	800.00	0.00	1,200.00		0.00	0.00	0.00	22,811.00
CD038	ESTUDIANTE CATEDRATICO	77,840.64	69,729.24	11,604.65	16,246.51	8,703.49	17,406.98		250.00	2,101.10	0.00	77,840.64
CT002	CATEDRATICO TIEMPO COMPLETO	54,228.67	32,495.30	11,604.65	16,246.51	7,543.02	15,086.05		250.00	1,698.44	0.00	54,228.67
CD091	ASISTENTE TECNICO	58,513.24	18,331.74	11,604.65	16,246.51	7,543.02	8,123.26		0.00	1,010.92	0.00	58,513.24
CT002	CATEDRATICO TIEMPO COMPLETO	35,983.57	23,364.32	11,604.65	12,068.84	6,382.56	3,481.40		125.00	521.12	0.00	35,983.57
CT002	CATEDRATICO TIEMPO COMPLETO	53,849.59	36,730.75	11,604.65	18,567.44	7,543.02	12,765.11		250.00	1,319.36	0.00	53,849.59
CN002	CONTRADOR I EVALUACIONCUR	21,865.26	9,176.26	0.00	0.00	0.00	1,600.00		0.00	0.00	0.00	21,865.26
CD086	OFICIAL ADMINISTRATIVO	65,812.66	50,296.57	11,604.65	16,246.51	8,703.49	10,444.19		250.00	1,677.77	0.00	65,812.66
CD001	OFICIAL ADMINISTRATIVO	23,942.69	3,466.92	0.00	0.00	0.00	0.00		0.00	0.00	0.00	23,942.69

Lc. Roberto Torres Salazar
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto Soto
Tenedor Central de Cuentas

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Esteban Román Torres Vique
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

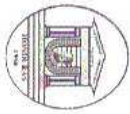
Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CI002	CATEDRATICO TIEMPO COMPLETO	38,520.14	32,207.03	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	861.76	0.00	38,520.14
SE003	SECRETARIA II MEDICO	20,605.28	1,725.51	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	20,605.28
MO002	ODONTOLOGO MEDICO	34,462.68	15,308.97	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	34,462.68
CO069	DEPARTAMENTO CIENCIAS/EDUCACI	67,285.50	27,679.05	11,604.65	16,246.51	8,703.49	10,444.19	16,826.74	250.00	1,409.92	0.00	67,285.50
CT002	CATEDRATICO 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	0.00	49,727.12
SI002	SECRETARIA I CATEDRATICO	18,845.92	8,441.25	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	18,845.92
CT002	TIEMPO COMPLETO DEPARTAMENTO	47,304.61	39,968.24	11,604.65	16,246.51	6,382.56	10,444.19	0.00	250.00	576.70	0.00	47,304.61
CO114	NATURALES CATEDRATICO	55,746.00	32,566.50	11,604.65	16,246.51	6,382.56	8,123.26	11,024.42	250.00	314.60	0.00	55,746.00
CI002	TIEMPO COMPLETO CATEDRATICO	50,341.57	31,507.28	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,292.73	0.00	50,341.57
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	8,915.19	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
OH002	OFICIAL DE PERSONAL	26,062.06	5,594.26	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	26,062.06
CI002	CATEDRATICO TIEMPO COMPLETO	42,580.24	38,772.37	11,604.65	12,068.84	6,382.56	10,444.19	0.00	0.00	280.00	0.00	42,580.24
OA003	OFICIAL ADMINISTRATIVO II	22,158.12	2,805.59	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	22,158.12
OT002	OHENISTA TRANSCRIPTORA	20,823.99	6,221.34	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	20,823.99
CO068	DEPARTAMENTO EDUCACION FISICA	58,792.58	21,706.30	11,604.65	16,246.51	7,543.02	1,200.00	16,826.74	250.00	990.26	0.00	58,792.58

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

[Signature]
Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPN FM

[Signature]
Lic. Carmen Isolinda López
Jefe del Depto. de Admón.

[Signature]
Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

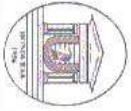
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Merito Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CALEDRATICO TIEMPO COMPLETO DEPARTAMENTO	44,471.58	16,170.56	11,604.65	16,246.51	6,382.56	8,123.26	0.00	0.00	314.60	0.00	44,471.58
CD063	SOCALES CALEDRATICO	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	0.00	72,106.92
CT002	TIEMPO COMPLETO CALEDRATICO	45,989.25	33,191.25	11,604.65	18,567.44	7,543.02	5,802.33	0.00	0.00	671.81	0.00	45,989.25
CT003	MALDIO TIEMPO CALEDRATICO	20,047.69	18,218.76	5,802.33	8,123.26	0.00	5,222.10	0.00	0.00	0.00	0.00	20,047.69
SE002	SECRETARIA I INFORMÁTICA EDUCAT	18,921.38	2,335.95	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	18,921.38
CD150	CONSERJE INFORMÁTICA EDUCAT	56,096.62	45,252.65	11,604.65	16,246.51	8,703.49	8,123.26	8,123.26	0.00	1,495.45	0.00	56,096.62
CO002	CONSERJE AYUDANTE DE	17,461.84	2,863.73	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	17,461.84
AY002	MAINTENIMIENTO	17,095.50	4,350.10	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	17,095.50
AZ002	ASISTENTE CALEDRATICO	30,903.74	9,103.42	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	30,903.74
CT002	TIEMPO COMPLETO DEPARTAMENTO	46,203.08	28,581.83	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	945.64	0.00	46,203.08
CD061	MATEMÁTICAS CALEDRATICO	64,465.11	52,451.74	11,604.65	16,246.51	7,543.02	10,444.19	16,826.74	0.00	0.00	0.00	64,465.11
CT003	MEDIO TIEMPO CALEDRATICO	16,107.08	1,943.63	5,802.33	6,034.42	0.00	2,901.17	0.00	0.00	469.16	0.00	16,107.08
CT002	TIEMPO COMPLETO CALEDRATICO	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	0.00	48,081.47
CT002	TIEMPO COMPLETO	54,064.93	44,502.02	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,534.70	0.00	54,064.93
SE002	SECRETARIA I	18,611.35	11,797.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,611.35

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Darío Humberto Gutiérrez
Tesorero General de la Universidad

Lc. Carmen Soledad Lozano Vaz
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD084	COORDINADOR PUBLICACIONES ORENDOR	44,200.16	39,994.10	11,604.65	12,068.84	0.00	3,481.40	15,086.05	0.00	159.22	0.00	44,200.16
OS003	SISTEMAS CCS	22,483.30	11,938.00	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	22,483.30
AD003	AUX SERV ADMINIS TRATIVOS	19,078.32	7,212.85	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	19,078.32
CD006	VICE-DIRECTORA ACADÉMICA	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	0.00	84,021.68
CI002	CATEDRÁTICO TIEMPO COMPLETO	56,355.82	26,510.92	11,604.65	18,567.44	9,863.95	12,765.12	0.00	250.00	1,504.66	0.00	56,355.82
CT002	CATEDRÁTICO TIEMPO COMPLETO	50,588.76	25,209.79	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,539.92	0.00	50,588.76
CI002	CATEDRÁTICO TIEMPO COMPLETO	46,640.22	35,704.40	11,604.65	16,246.51	7,543.02	8,123.26	0.00	250.00	1,072.78	0.00	46,640.22
TD002	TRANSSCRIPCIÓN DE DATOS	20,809.15	14,316.71	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	20,809.15
AE003	ASCENSORISTA	17,095.04	12,237.89	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	17,095.04
AZ002	ASISTENTE	27,515.96	3,590.31	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	29,350.36	56,866.32
JE002	JEFE DE SECCION	30,887.70	1,581.81	0.00	1,200.00	0.00	1,200.00	0.00	0.00	0.00	32,246.88	63,834.58
CD027	CONTINIO UNIV CURSOS IC(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	0.00	84,232.86
CD002	CONSERJE	17,545.52	15,542.33	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	17,545.52
CI002	CATEDRÁTICO 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	0.00	49,012.90
SE003	SECRETARÍA II	21,354.42	12,378.50	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	21,354.42

Lic. Raúl Octavio Martínez
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Quintana
Tesorero General

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

Msc. Jorge Alberto Álvarez
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
C0002	CONTADOR I	22,231.36	3,358.18	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	22,231.36
C0002	CONSERJERE TRANSCRIPTOR DE DATOS	16,691.78	4,367.39	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	16,691.78
T0002	CONSERJERE CALDRATICO	19,621.59	12,882.22	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	19,621.59
C0002	CONSERJERE CALDRATICO	16,236.88	8,075.75	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	16,236.88
CT002	TIEMPO COMPLETO SECRETARIA I	51,052.17	27,871.97	11,604.65	18,567.44	7,543.02	10,444.19	0.00	0.00	1,092.87	0.00	51,052.17
SL002	SECRETARIA I CATEDRATICO	17,295.33	4,524.79	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	17,295.33
CT002	TIEMPO COMPLETO CATEDRATICO	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	0.00	51,073.61
CT002	TIEMPO COMPLETO DEPARTAMENTO LETRAS	44,090.16	11,180.61	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,539.92	0.00	44,090.16
CO115	CAEDRATICO A MEDIO TIEMPO	48,764.88	12,524.91	11,604.65	12,068.84	0.00	10,444.19	11,024.42	250.00	1,072.78	0.00	48,764.88
CT003	CAEDRATICO TIEMPO COMPLETO	18,887.22	17,154.02	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	0.00	0.00	18,887.22
CT002	TIEMPO COMPLETO CATEDRATICO	58,529.37	38,027.14	11,604.65	18,567.44	7,543.02	17,406.98	0.00	0.00	1,607.28	0.00	58,529.37
CT002	TIEMPO COMPLETO JEFE DE TALLER DE ELECTRICIDAD	51,079.70	19,881.56	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,566.67	0.00	51,079.70
CO137	CATEDRATICO TIEMPO COMPLETO DE EDUCACION FISICA	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	0.00	63,618.44
CT002	TIEMPO COMPLETO DE EDUCACION FISICA	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	0.00	43,924.84
CO103	FISICA	58,244.87	52,164.67	11,604.65	16,246.51	7,543.02	8,123.26	11,604.65	250.00	1,072.78	0.00	58,244.87

Lc. Roberto Turcios Barahona
Jefe Depto. De Recursos Humanos

[Signature]

Lc. Carlos Hubert Quiros
Tesorero General de la Universidad

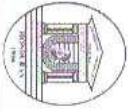
[Signature]

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

[Signature]

Lc. Carmen Idoialvarez Viquez
Jefe Departamento de Admision General

[Signature]



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

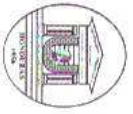
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
TD002	TRANSSCRIBOR DE DATOS CATEGORICO	22,004.12	10,033.04	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	22,004.12
CT002	TIEMPO COMPLETO	41,302.09	32,498.15	11,604.65	12,068.84	8,703.49	5,802.33	0.00	250.00	1,072.78	0.00	41,302.09
TD002	TELEFONISTA	17,342.78	8,273.76	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	17,342.78
CD067	DEPARTAMENTO TECN.AUXIL.TER	61,424.17	35,690.61	11,604.65	12,068.84	7,543.02	10,444.19	16,826.74	250.00	886.73	0.00	61,424.17
CT002	CALLDORAVCO TIEMPO COMPLETO	48,205.07	17,463.13	11,604.65	16,246.51	7,543.02	10,444.19	0.00	0.00	566.70	0.00	48,205.07
CI002	CATEGORICO TIEMPO COMPLETO	43,814.42	23,964.36	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,264.18	0.00	43,814.42
CD022	DECANO FACULTAD DE HUMANIDADES	79,379.83	51,606.99	11,604.65	16,246.51	8,703.49	12,765.12	24,369.77	250.00	1,319.36	0.00	79,379.83
CI002	CATEGORICO TIEMPO COMPLETO	38,962.91	30,032.92	11,604.65	16,246.51	0.00	8,123.26	0.00	250.00	938.49	0.00	38,962.91
CM003	CONTADOR II	21,689.24	10,511.82	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	21,689.24
PL002	PLANIFICADOR	38,781.32	20,081.25	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	38,781.32
SE002	SECRETARIA I	18,896.49	208.78	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	18,896.49
SE002	SECRETARIA I	18,316.65	10,870.73	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	18,316.65
SI002	SECRETARIA I	19,553.92	13,064.67	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	20,857.51	40,411.43
CT002	CATEGORICO TIEMPO COMPLETO	31,828.03	18,791.57	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	456.17	0.00	31,828.03
CD031	FACULTAD CIENCIA Y TECNOLOGIA	69,129.95	44,886.88	11,604.65	16,246.51	9,863.49	10,444.19	17,987.21	0.00	1,183.44	0.00	69,129.95

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

L.C. Carlos Humberto Guzmán
Tesorero General del M.A.S. ENI

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carlos Humberto Guzmán
Jefe del Depto. de Admón. Gen.



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
C1002	CATEDRATICO TIEMPO COMPLETO	46,816.45	33,077.98	11,604.65	16,246.51	7,543.02	8,123.26	0.00	250.00	1,299.01	0.00	46,816.45
CD096	JEFE DE SECCION DE MATEMATICAS CATEDRATICO	63,029.05	46,307.15	11,604.65	16,246.51	9,863.95	10,444.18	11,604.65	250.00	1,215.10	0.00	63,029.05
C1002	TIEMPO COMPLETO CATEDRATICO	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	0.00	50,525.84
C1002	TIEMPO COMPLETO CATEDRATICO	46,500.88	27,148.01	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,183.44	0.00	46,500.88
C1002	TIEMPO COMPLETO CATEDRATICO	48,139.52	25,909.04	11,604.65	18,567.44	9,863.95	5,802.33	0.00	0.00	501.15	0.00	48,139.52
SE003	SECRETARIA II CATEDRATICO	20,834.60	3,629.86	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	20,834.60
C1002	TIEMPO COMPLETO 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	0.00	54,797.25
B1003	BIBLIOTECARIA II CATEDRATICO A	20,844.63	2,983.85	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	20,844.63
C1003	MEIO TIEMPO CATEDRATICO	23,980.48	21,327.09	5,802.33	9,283.73	3,771.51	5,222.10	0.00	0.00	0.00	0.00	23,980.48
CT002	TIEMPO COMPLETO DEPARTAMENTO	49,982.28	35,709.22	11,604.65	16,246.51	8,703.49	10,444.18	0.00	0.00	1,183.44	0.00	49,982.28
CD056	TECNICA AYUDANTE DE	63,272.61	43,443.07	11,604.65	16,246.51	7,543.02	8,123.26	16,826.74	0.00	1,128.43	0.00	63,272.61
AV001	MANEJAMIENTO ALUMAR DE	17,148.25	3,999.45	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	17,148.25
AM002	MANEJAMIENTO I CATEDRATICO	16,743.03	4,483.09	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	16,743.03
CT002	TIEMPO COMPLETO ASISTENTE	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	0.00	56,179.15
CD091	TECNICO	59,397.69	36,333.89	11,604.65	16,246.51	8,703.49	8,123.26	12,184.88	0.00	734.90	0.00	59,397.69

Lc. Roberto Ochoa / Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto / Jefe del Departamento de la Universidad

Msc. Jorge Alberto Alvarez Flores / Vice Rector Administrativo

Lc. Carmen Isolina Lopez Vera / Jefe del Departamento de Admision General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

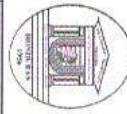
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD118	DIPARTAMENTO EDUCACION FISICA CATERBATICO	57,874.43	37,463.79	11,604.05	16,246.51	6,382.56	10,444.19	11,074.42	0.00	372.10	0.00	57,874.43
CT002	TIEMPO COMPLETO	46,682.02	31,470.35	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,364.58	0.00	46,682.02
SE002	SECRETARIA I	19,391.58	3,439.40	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	19,391.58
TI002	TESORERO	51,345.12	22,602.15	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	51,345.12
SE005	SECRETARIA IV	22,079.18	11,274.08	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	22,079.18
JD002	DIPARTAMENTO DE PLANEACION	46,029.92	36,884.47	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	46,029.92
SE003	SECRETARIA II	20,185.54	5,701.35	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	20,185.54
SE005	SECRETARIA IV	21,849.04	12,443.21	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	21,849.04
CD074	DIPARTAMENTO DE TECNOLOGIA EDUCACIONAL	63,765.54	38,761.07	11,604.65	18,567.44	7,543.02	8,123.26	15,086.05	0.00	1,041.12	0.00	63,765.54
CI002	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	0.00	40,744.40
CD035	DIRECCION DE EVALUACION	60,991.85	34,652.63	11,604.65	16,246.51	8,703.49	10,444.18	19,727.91	250.00	1,215.10	0.00	60,991.85
CO002	CONSULTA TECNICASUNTOS	15,935.20	7,250.48	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	16,997.55	32,932.75
CD090	VRAC	60,718.09	39,414.61	11,604.65	16,246.51	9,863.95	5,802.33	15,086.05	0.00	314.50	0.00	60,718.09
M1002	MOTORISTA	19,205.19	4,839.85	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	19,205.19
CT002	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	0.00	40,873.20

Dr. Octavio Torres Salas
Jefe Depto. De Recursos Humanos

Lic. Carmen Soledad Lopez Vaz
Jefe del Depto. de Admón. Gen.

Msc. Jorge Alberto Alvarez Flores
Vce Rector Administrativo





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
 DEPARTAMENTO DE RECURSOS HUMANOS
 PLANILLA DE PAGO MES DE ENERO DEL 2015

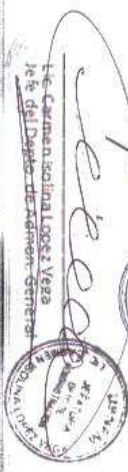
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD117	DEPARTAMENTO TECNICO TECALA MHOGAR	59,940.96	27,486.76	11,604.65	16,246.51	7,543.02	10,444.19	11,024.42	0.00	1,278.17	0.00	59,940.96
BD003	BIBLIOTECARIA II CATEGORICO	19,179.23	8,579.25	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	19,179.23
CI002	TIEMPO COMPLETO DEPARTAMENTO EDUCACION FISICA	45,908.86	36,083.38	11,604.65	12,068.84	6,382.56	12,765.11	0.00	0.00	1,287.69	0.00	45,908.86
CD118	EDUCACION FISICA FACULTAD HUMANIDADES	56,341.86	40,142.05	11,604.65	16,246.51	9,863.95	5,802.33	11,024.42	0.00	0.00	0.00	56,341.86
CD052	HUMANIDADES ASISTENTE TECNICO	67,969.49	45,432.15	11,604.65	16,246.51	8,703.49	10,444.18	17,987.21	0.00	1,183.44	0.00	67,969.49
CD091	TECNICO DEPARTAMENTO LETRAS	53,205.31	12,011.68	11,604.65	12,068.84	6,382.56	8,123.26	12,184.88	0.00	1,041.12	0.00	53,205.31
CD066	LETRAS DEPARTAMENTO DE PLANTEAMIENTO CIENTIFICAS/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	0.00	63,304.65
CD119	DEPARTAMENTO DE PLANTEAMIENTO CIENTIFICAS/EDUCAC	53,361.63	39,993.29	11,604.65	16,246.51	6,382.56	5,802.33	11,024.42	0.00	501.16	0.00	53,361.63
SE002	SECRETARIA I CATEGORICO	20,818.42	13,934.49	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	20,818.42
CT002	TIEMPO COMPLETO DEPARTAMENTO ASISTENTE TECNICO	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	0.00	42,323.21
CD064	NATURALES ASISTENTE TECNICO	60,279.42	43,116.82	11,604.65	16,246.51	7,543.02	5,802.33	16,826.74	0.00	456.17	0.00	60,279.42
CD091	JEFE DE SECCION DE NATURALES ES CATEGORICO	54,020.93	48,544.65	11,604.65	16,246.51	6,382.56	3,481.40	12,184.88	0.00	0.00	0.00	54,020.93
CD154	DEPARTAMENTO DE NATURALES ES CATEGORICO	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	0.00	46,482.84
CT002	TIEMPO COMPLETO CATEGORICO	51,246.99	19,325.69	11,604.65	16,246.51	7,543.02	12,765.12	0.00	0.00	1,287.69	0.00	51,246.99
CT003	TIEMPO COMPLETO CATEGORICO	38,699.50	15,337.44	11,604.65	12,068.84	6,382.56	46,802.33	0.00	0.00	1,041.12	0.00	38,699.50

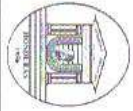
Lc. Raúl Octavio Becerra Barrios
 Jefe Depto. De Recursos Humanos

Lc. Carlos Muñoz Rodríguez
 Tesorero General de la Institución

Lc. Carmen Escobar López Vega
 Jefe del Depto. de Asesoría Gerencial

Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZAN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CI002	CATEDRATICO TIEMPO COMPLETO	42.323.21	38.556.95	11.604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	1,183.44	0.00	42,323.21
CI002	CATEDRATICO TIEMPO COMPLETO	41,667.66	26,071.94	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	527.89	0.00	41,667.66
RC001	RECEPCIONISTA	17,536.73	4,488.49	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	17,536.73
CO048	COORDINADOR DE UMICE	54,491.73	17,633.73	11,604.65	12,068.84	7,543.02	8,123.26	12,184.88	0.00	1,167.08	0.00	54,491.73
CO300	COORDINADOR DE PROGRAMA	64,190.38	3,415.90	11,604.65	12,068.84	7,543.02	8,123.26	21,468.60	0.00	1,582.04	0.00	64,190.38
CT002	CATEDRATICO 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	0.00	56,214.63
CT002	CATEDRATICO TIEMPO COMPLETO	38,957.86	29,566.59	11,604.65	16,246.51	6,382.56	17,407.70	0.00	0.00	1,183.44	0.00	38,957.86
CH002	COORDINADOR ADMINISTRATIVO	23,453.22	14,379.74	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	23,453.22
AN001	AYUDANTE DE MANTENIMIENTO	15,778.85	3,941.85	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	15,778.85
CO153	JEFE DE SECCION DE SOCIALES	56,618.52	45,339.49	11,604.65	16,246.51	8,703.49	5,802.33	11,604.65	0.00	856.89	0.00	56,618.52
AP002	ANALISTA PROGRAMADOR	26,766.03	8,084.07	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	26,766.03
CT002	CATEDRATICO TIEMPO COMPLETO	34,052.92	8,841.54	11,604.65	12,068.84	0.00	8,123.26	0.00	0.00	456.17	0.00	34,052.92
BI002	BIBLIOTECARIO I	17,774.73	1,908.45	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	17,774.73
AN002	AUDITOR I	21,593.44	6,188.34	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	21,593.44

[Handwritten signature]
Lic. Octavio Zúñiga Beltrán
Jefe Depto. De Recursos Humanos

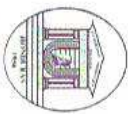
Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



[Handwritten signature]
Lic. Carlos Arturo López Viquez
Tesorero General

[Handwritten signature]
Lic. Carmen Soledad López Viquez
Jefe del Depto. de Admón. de Personal





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

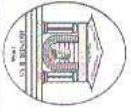
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO ORIGINAL DE	38.867,29	3.458,79	11.604,65	16.246,51	0,00	8.123,26	0,00	0,00	1.092,87	0,00	38.867,29
TE003	TESORERIA	26.210,91	17.640,93	0,00	0,00	0,00	800,00	0,00	0,00	0,00	0,00	26.210,91
CD008	VICE RECTOR(A) EDUCA DISTANCI VICE RECTOR(A)	84.806,93	62.259,81	11.604,65	16.246,51	8,703,49	12.765,12	32.493,02	0,00	1.194,14	0,00	84.806,93
CD010	INVESTIGADORA CENTRO INNOVATI VACION	87.194,96	54.376,22	11.604,65	18.567,44	8,703,49	8.123,26	32.493,02	0,00	903,10	0,00	87.194,96
CD006	DEPARTAMENTO 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	0,00	63.907,86
CD120	ARTE	48.890,27	38.926,78	11.604,65	12.068,84	6,382,56	1.740,70	11.024,42	0,00	91,43	0,00	48.890,27
CT002	CATEDRATICO TIEMPO COMPLETO	46.211,33	39.037,35	11.604,65	16.246,51	7,543,02	8.123,26	0,00	0,00	893,89	0,00	46.211,33
CT002	CATEDRATICO TIEMPO COMPLETO	45.427,13	29.893,54	11.604,65	16.246,51	8,703,49	5.802,33	0,00	0,00	1.270,15	0,00	45.427,13
CD021	DE CIENCIA Y TECNOLOGIA	73.740,92	47.886,34	11.604,65	16.246,51	8,703,49	10.444,19	24.369,77	0,00	572,31	0,00	73.740,92
SI002	SECRETARIA I CATEDRATICO A	17.184,35	6.810,40	0,00	0,00	0,00	800,00	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	0,00	17.337,64
CT002	TIEMPO COMPLETO JEFE DE SECCION	49.690,64	31.510,61	11.604,65	16.246,51	6,382,56	12.765,12	0,00	0,00	891,80	0,00	49.690,64
CD100	COORDINADOR DE CARRERA INGLES	58.074,74	28.446,86	11.604,65	16.246,51	7,543,02	8.123,26	11.604,65	0,00	1.152,65	0,00	58.074,74
CD183	CATEDRATICO TIEMPO COMPLETO	51.564,29	25.140,72	11.604,65	16.246,51	7,543,02	5.802,33	7.543,02	0,00	1.024,76	0,00	51.564,29
CT002	TIEMPO COMPLETO	38.933,67	17.394,80	11.604,65	16.246,51	6,382,56	8.123,26	0,00	0,00	539,25	0,00	38.933,67

Lic. Oscar Octavio Torres Espinosa
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Guzmán
Tesorero General de Administración

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Escobedo Torres
Jefe del Depto. de Admon. Gen.



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

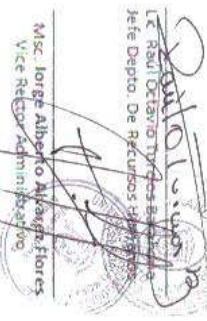
PLANILLA DE PAGO MES DE ENERO DEL 2015

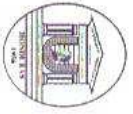
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD091	ASISTENTE TECNICO CATEDRATICO	58,482.44	53,402.84	11,604.65	12,068.84	11,024.42	8,123.26	12,184.88	0.00	1,676.39	0.00	58,482.44
CT002	TIEMPO COMPLETO CATEDRATICO	42,263.59	32,475.53	11,604.65	16,746.51	6,382.56	5,802.32	0.00	0.00	427.54	0.00	42,263.59
CT002	TIEMPO COMPLETO CATEDRATICO	48,638.37	38,757.42	11,604.65	18,567.44	9,863.95	5,802.33	0.00	0.00	1,000.00	0.00	48,638.37
CT002	TIEMPO COMPLETO CATEDRATICO	27,320.86	8,174.93	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	106.67	0.00	27,320.86
CD091	ASISTENTE TECNICO CATEDRATICO	62,481.08	31,597.33	11,604.65	18,567.44	8,703.49	8,123.26	12,184.88	0.00	1,500.36	0.00	62,481.08
CT002	TIEMPO COMPLETO CARRERA	35,741.89	19,122.92	11,604.65	12,068.84	6,382.56	3,481.39	0.00	0.00	404.44	0.00	35,741.89
CD185	ORIENTACION TECNICASUNTOS	52,839.27	14,085.61	11,604.65	16,746.51	7,543.02	8,123.26	6,382.56	0.00	1,139.27	0.00	52,839.27
CD089	VMAD (CENTRO INVJUNJUN.FUJCI	56,106.48	34,185.02	11,604.65	12,068.84	6,382.56	8,173.26	15,086.05	0.00	1,041.12	0.00	56,106.48
CD087	INVJUNJUN.FUJCI CATEDRATICO	55,081.86	38,324.99	11,604.65	12,068.84	7,543.02	5,802.33	15,666.28	0.00	596.74	0.00	55,081.86
CT002	TIEMPO COMPLETO DIRECTOR CENTRO INVEST.INNOV.EL	34,757.21	26,995.20	11,604.65	12,068.84	7,541.02	1,740.70	0.00	0.00	0.00	0.00	34,757.21
CD091	INVEST.INNOV.EL	63,501.91	49,321.07	11,604.65	16,246.51	7,543.02	5,802.33	19,727.91	0.00	777.49	0.00	63,501.91
AS002	ASEADORA CODRO.PRACTICA	14,371.60	3,535.28	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	14,371.60
CD128	DOCENTE CUR CATEDRATICO	47,966.07	11,639.16	11,604.65	12,068.84	7,543.02	5,802.33	8,123.26	0.00	1,023.97	0.00	47,966.07
CT002	TIEMPO COMPLETO	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	0.00	49,995.96
BU002	BUJUNJUN.FUJCI	20,192.31	12,920.21	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	20,192.31

Misc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carlos Humberto Gutiérrez
Jefe Depto. De Recursos Humanos

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





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

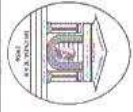
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
AUX002	AUXILIAR ADMINISTRATIVO	18,940.81	10,506.22	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	18,940.81
CT002	CATEDRÁTICO TIEMPO COMPLETO MEDICO	49,878.77	31,736.43	11,604.65	18,246.51	8,703.49	10,444.19	0.00	0.00	1,079.93	0.00	49,878.77
MO002	ODONTÓLOGO	25,223.38	7,141.67	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	25,223.38
BU005	AUXILIAR DE BIBLIOTECA	18,504.88	1,888.12	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	18,504.88
AU001	AUDITOR INTERNO AUXILIAR DE BIBLIOTECA	38,704.86	7,216.75	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	38,704.86
BI005	BIBLIOTECA	20,252.11	14,210.26	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	20,252.11
SE004	SECRETARIA III	19,165.71	4,101.17	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	19,165.71
AU002	ALBAÑIL	17,344.68	2,287.80	0.00	0.00	0.00	800.00	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	0.00	33,596.75
CO184	CAREERA ADMON. EDUCATIVA	51,039.54	31,903.10	11,604.65	18,507.44	8,703.49	3,481.39	6,382.56	0.00	500.00	0.00	51,039.54
OA001	OFICIAL ADMINISTRATIVO	17,961.62	15,129.31	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	17,961.62
SE005	SECRETARIA IV	17,473.83	7,056.66	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	17,473.83
AX003	AUX.SERV.ADMINIS TRATIVOS	19,811.35	10,880.74	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	19,811.35
CD093	ASIST.TECN.ASUUNT. ACADM.CULD	53,760.90	31,585.51	11,604.65	12,068.84	6,382.56	5,802.33	15,086.05	0.00	1,016.47	0.00	53,760.90
OM003	OFICIAL DE COMPRAS	15,740.43	819.16	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	15,740.43

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

[Signature]
Lic. Carmen Esolina López Vega
Jefe del Depto. de Admón. Gen.

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

[Signature]
Carmen Esolina López Vega
Jefe del Depto. de Admón. Gen.



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adm.	Vacaciones	Total
CT004	CATEDRATICO POR HORA	8,040.00	6,681.70	0.00	0.00	0.00	0.00	0.00	0.00	120.00	0.00	8,040.00
C1002	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	0.00	45,418.80
CT002	TIEMPO COMPLETO CATEDRATICO	41,255.22	23,380.66	11,604.65	16,246.51	7,593.02	3,481.00	0.00	0.00	579.64	0.00	41,255.22
CT002	TIEMPO COMPLETO CATEDRATICO	48,798.84	17,901.01	11,604.65	18,507.44	8,703.49	8,123.26	0.00	0.00	0.00	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	0.00	29,021.55
CT002	TIEMPO COMPLETO CATEDRATICO	27,547.47	25,029.80	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	333.28	0.00	27,547.47
C1002	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	0.00	43,998.81
CT002	TIEMPO COMPLETO CATEDRATICO	44,885.07	31,770.42	11,604.65	16,246.51	8,703.49	5,802.32	0.00	0.00	728.09	0.00	44,885.07
CT002	TIEMPO COMPLETO CATEDRATICO	38,660.68	8,168.07	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	1,002.30	0.00	38,660.68
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	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	0.00	17,700.65
SE002	SECRETARIA I	16,538.72	5,017.73	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	16,538.72
SE004	SECRETARIA III	19,279.09	8,153.55	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	19,279.09
CT002	TIEMPO COMPLETO CATEDRATICO	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	0.00	54,474.82
C0081	UNIVERSITARIO CU CENTRO	61,405.79	53,240.36	11,604.65	16,246.51	8,703.49	5,802.33	16,246.51	0.00	1,002.30	0.00	61,405.79

Msc. Jorge Alberto Flores

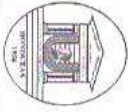
 Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez

 Tesorero General de la UPNFM

Lic. Gerardo Finalopet Vez

 Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

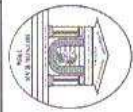
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATERATICO TIEMPO COMPLETO	43,021.80	26,513.50	11,604.65	16,246.51	0.00	12,765.12		0.00	605.52	0.00	43,021.80
CT002	CATERATICO TIEMPO COMPLETO	47,005.80	36,088.82	11,604.65	18,567.44	11,024.42	3,481.40		0.00	527.89	0.00	47,005.80
CT002	CATERATICO TIEMPO COMPLETO	42,859.32	15,647.32	11,604.65	16,246.51	6,382.56	5,802.33		0.00	1,023.27	0.00	42,859.32
CD091	ASISTENTE TECNICO	55,906.88	30,776.12	11,604.65	16,246.51	7,543.02	5,802.33	12,184.88	0.00	725.49	0.00	55,906.88
CT002	CATERATICO TIEMPO COMPLETO	43,263.18	17,583.97	11,604.65	16,246.51	7,543.02	5,802.33		0.00	266.67	0.00	43,263.18
CD076	DEPTO.DESARROLL O PROFESIO	60,825.55	43,037.44	11,604.65	16,246.51	7,543.02	5,802.33	16,826.74	0.00	1,002.30	0.00	60,825.55
CD095	ASIST.TECN.VICE RECT.INV.POSTIG	55,761.63	26,375.95	11,604.65	16,246.51	7,543.02	3,481.40	15,086.05	0.00	0.00	0.00	55,761.63
CD112	DEPARTAMENTO COMERCIALES	52,993.80	27,056.81	11,004.05	16,246.51	8,703.49	3,481.40	11,024.42	0.00	133.33	0.00	52,993.80
CT002	CATERATICO 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	39,515.12
CT002	CATERATICO TIEMPO COMPLETO	43,851.58	25,203.24	11,604.65	16,246.51	7,543.02	5,802.33		0.00	855.07	0.00	43,851.58
CT002	CATERATICO TIEMPO COMPLETO	41,175.58	30,394.70	11,604.65	16,246.51	7,543.02	3,481.40		0.00	500.00	0.00	41,175.58
CT002	CATERATICO TIEMPO COMPLETO	43,993.90	40,039.40	11,604.65	16,246.51	9,863.05	3,481.40		0.00	997.39	0.00	43,993.90
CD151	DE MATEMATICAS	50,539.53	28,129.67	11,604.65	16,246.51	7,543.02	1,740.70		0.00	0.00	0.00	50,539.53
CT002	CATERATICO TIEMPO COMPLETO	42,691.12	36,197.10	11,604.65	18,567.44	6,382.56	3,481.40		0.00	855.07	0.00	42,691.12
CD138	JEFE DE TALLER DE MAADERA	48,265.95	43,900.76	11,604.65	16,246.51	6,382.56	3,481.40	8,123.26	0.00	727.57	0.00	48,365.95

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

Lc. Carlos Funes Castro
Tesorero General de la U.P.N.

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



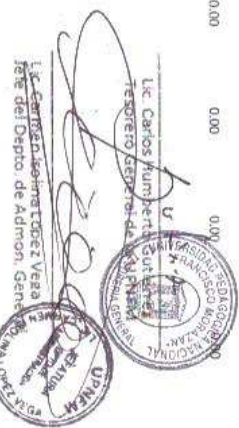
UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

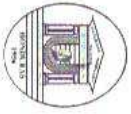
PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	35,838.60	7,510.38	11,604.65	12,008.84	6,382.56	3,481.40	0.00	0.00	501.15	0.00	35,838.60
CD091	ASISTENTE TECNICO	53,715.53	27,710.62	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	855.07	0.00	53,715.53
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	7,270.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
OP002	MAQUINA REPROD. I	14,770.27	2,980.70	0.00	0.00	0.00	800.00	0.00	0.00	0.00	15,754.95	30,525.22
SE002	SECRETARIA I	14,919.28	3,165.28	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	14,919.28
CT002	CATEDRATICO TIEMPO COMPLETO	35,601.39	11,090.05	11,604.65	12,008.84	6,382.56	3,481.40	0.00	0.00	263.94	0.00	35,601.39
CT002	CATEDRATICO TIEMPO COMPLETO	44,684.87	3,022.51	11,604.65	16,246.51	8,703.49	5,802.33	0.00	0.00	527.89	0.00	44,684.87
CD091	ASISTENTE TECNICO	53,162.50	31,833.33	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	302.04	0.00	53,162.50
CT002	CATEDRATICO TIEMPO COMPLETO	42,996.51	21,076.30	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	0.00	0.00	42,996.51
CD014	DE CINCIAS/EDUCACI	47,707.20	43,496.36	11,604.65	12,068.84	6,382.56	3,481.40	11,604.65	0.00	765.10	0.00	47,707.20
CT002	CATEDRATICO TIEMPO COMPLETO	37,922.32	5,283.88	11,604.65	12,068.84	6,382.56	5,802.32	0.00	0.00	263.94	0.00	37,922.32
CT002	CATEDRATICO TIEMPO COMPLETO	45,845.33	26,353.43	11,604.65	18,567.44	7,543.02	5,802.32	0.00	0.00	527.89	0.00	45,845.33
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	19,516.80	11,604.65	16,246.51	6,382.56	3,481.39	0.00	0.00	0.00	0.00	39,515.12
CT002	CATEDRATICO TIEMPO COMPLETO	40,095.35	32,812.48	11,604.65	18,567.44	6,382.56	1,740.70	0.00	0.00	0.00	0.00	40,095.35
CT004	CATEDRATICO POR HORA	15,180.00	11,905.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,180.00

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

[Signature]
Lc. Carlos Humberto López Vera
Tesorero General de la UPNFM
Jefe del Depto. de Admon. Gen.





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	38,076.46	18,385.46	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	302.04	0.00	38,076.46
CU186	CARRERA PRESENCIAL	44,156.98	30,170.35	11,604.65	16,246.51	6,382.56	1,740.70	6,382.56	0.00	0.00	0.00	44,156.98
0A002	OFICIAL ADMINISTRATIVO I	19,856.56	3,620.87	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	19,856.56
CT002	CATEDRATICO TIEMPO COMPLETO	27,742.08	16,663.30	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	577.89	0.00	27,742.08
CH001	COORD MANUTENIM LENTO VEHICULAR	19,668.08	6,054.05	0.00	0.00	0.00	400.00	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	0.00	56,761.63
SE005	SECRETARIA IV CATEDRATICO	16,535.34	3,231.65	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	16,535.34
CT002	TIEMPO COMPLETO DIRECTOR DE POST	25,473.49	22,876.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CD001	GRADO DIRECTOR DE POST	60,351.15	36,987.64	11,604.65	18,567.44	6,382.56	1,740.70	19,727.90	0.00	577.89	0.00	60,351.15
SE002	SECRETARIA I COORDINADOR DE	34,769.01	2,378.91	0.00	0.00	0.00	1,521.59	0.00	0.00	0.00	15,753.61	30,522.62
CU183	CARRERA INGRES ASUNTOS	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	0.00	44,304.87
CO085	RECTORIA CATEDRATICO	50,423.49	18,261.21	11,604.65	12,068.84	7,543.02	1,740.70	15,666.28	0.00	0.00	0.00	50,423.49
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	7,116.38	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CT002	TIEMPO COMPLETO	46,806.55	42,225.46	11,604.65	16,246.51	6,382.56	10,444.19	0.00	0.00	328.64	0.00	46,806.55
SE003	SECRETARIA II	17,014.57	2,992.90	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	17,014.57

Lic. Roberto Torres Bernal
Jefe Depto. De Recursos Humanos

Lic. Carlos Rubén Gálvez
Tesorero General de la Universidad

Lic. Carmen Soledad López Vázquez
Jefe del Depto. De Admón. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

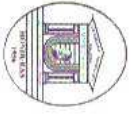
PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE002	SECRETARIA I OFICINISTA	16,455.80	10,304.28	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	16,455.80
OT002	TRANSCRIBTORA AUXILIAR DE SERVICIOS VARIOS	16,320.00	3,162.96	0.00	0.00	0.00	1,571.59	0.00	0.00	0.00	17,408.00	33,728.00
AX001	SERVICIOS VARIOS	14,495.70	1,340.24	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	14,495.70
CO002	CONSERJE	13,965.38	3,858.45	0.00	0.00	0.00	800.00	0.00	0.00	0.00	14,896.41	28,861.79
CV002	COTIZADOR MANI LLECIY FONTANILLA	17,385.65	9,173.85	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	17,385.65
AE002	AUX.SERV.ADMINIS TRATIVOS	14,679.43	2,064.68	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	14,679.43
AX003	TRATIVOS	14,498.45	2,169.83	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	14,498.45
CC001	CUERO PEGADOR CALIBRATICO	15,089.50	501.73	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	15,089.50
CT002	ILUMPRO COMPLETO AYUDANTE	35,837.45	12,594.52	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	500.00	0.00	35,837.45
MC002	MECANICA	12,341.78	1,117.59	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	12,341.78
SE003	SECRETARIA II	14,500.91	4,191.87	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	14,500.91
CB001	COORDINADOR CATERATICO POR HORA	6,400.00	3,312.00	7,380.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00
CI004	OFICIAL	9,440.00	8,486.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,440.00
OK001	OFICIAL ADMINISTRATIVO	18,291.25	13,886.23	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	18,291.25
OK001	OFICIAL ADMINISTRATIVO	20,762.36	18,933.99	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	20,762.36

Msc. Jorge Alberto Flores
Vice Rector Administrativo

Lic. Carlos Humberto G. Martínez
Tesorero General de la UPRM

Lic. Carmen Sohinia Lopez Vazquez
Jefe del Depto. de Admón. Gen.



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

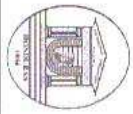
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
TA001	TECNICO AUDIOVISUAL	14,062.64	5,443.17	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	14,062.64
CT002	CATEDRATICO TIEMPO COMPLETO OFICIAL	37,774.42	20,773.21	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CA001	ADMINISTRATIVO	16,974.52	5,716.27	0.00	800.00	0.00	1,521.59	0.00	0.00	0.00	18,106.15	35,080.67
AS002	ASEADORA	12,094.44	3,971.61	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	12,094.44
BI003	BIBLIOTECARIA II	21,198.80	17,602.87	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	21,198.80
SL004	SECRETARIA III	15,588.24	1,536.30	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	15,588.24
SE002	SECRETARIA I	15,860.21	2,152.56	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	15,860.21
SP005	SUPERVISOR AUX. MANEJAMIENTO	14,416.87	8,292.98	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	14,416.87
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	31,391.86	24,889.03	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	31,641.86	20,377.13	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	250.00	0.00	31,641.86
CT003	CATEDRATICO MEDIO TIEMPO PLAT EDUC.VIRTUA	15,984.04	14,490.36	5,802.33	8,123.26	0.00	870.35	0.00	0.00	288.10	0.00	15,984.04
CO088	CATEDRATICO TIEMPO COMPLETO	42,828.13	14,541.13	11,604.65	12,068.84	0.00	1,740.70	15,086.05	0.00	527.89	0.00	42,828.13
CT002	CATEDRATICO 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	0.00	33,898.79
CT003	CATEDRATICO MEDIO TIEMPO	19,189.26	17,431.15	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	302.04	0.00	19,189.26
CT002	CATEDRATICO TIEMPO COMPLETO	42,099.99	23,612.48	11,604.65	16,246.51	8,106.00	1,481.40	0.00	0.00	263.94	0.00	42,099.99

Lc. Raúl Octavio Valdez Serrano
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto López Velasco
Tesorero General de Recursos

Lc. Carmen Sofía López Velasco
Jefe del Depto. de Admón. Gen.

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
S1006	SECRETARIA DE SEDE	15,843.95	9,999.32	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	15,843.95
CT002	CATEDRATICO TIEMPO COMPLETO	35,337.45	7,928.78	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	0.00	35,337.45
CD206	COORD. CARRERA EDUC. COMERCIAL	47,058.14	21,897.29	11,604.65	16,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	0.00	47,058.14
CT003	CATEDRATICO A MEDIO TIEMPO	19,802.55	17,343.84	5,802.33	8,123.26	3,771.51	870.35	0.00	0.00	0.00	0.00	19,802.55
CT002	CATEDRATICO TIEMPO COMPLETO	34,440.92	25,972.99	11,604.65	12,068.84	8,703.49	0.00	0.00	0.00	263.94	0.00	34,440.92
CT002	CATEDRATICO 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	0.00	29,482.78
TX003	TECNICO EN COMPUTACION	17,165.28	5,430.93	0.00	0.00	0.00	400.00	0.00	0.00	0.00	18,309.63	35,474.91
ME002	MEDICO GENERAL	26,379.67	20,892.67	0.00	800.00	0.00	400.00	0.00	0.00	0.00	28,138.31	54,517.98
ME002	MEDICO GENERAL	47,458.26	31,922.38	0.00	800.00	0.00	400.00	0.00	0.00	0.00	50,664.81	98,163.07
SE003	SECRETARIA II CATEDRATICO A	15,361.12	7,778.74	0.00	15,965.04	0.00	400.00	0.00	0.00	0.00	0.00	15,361.12
CT003	MEDIO TIEMPO CATEDRATICO A	18,171.98	3,639.79	5,802.33	6,034.42	3,131.28	1,740.70	0.00	0.00	503.25	0.00	18,171.98
CT003	MEDIO TIEMPO CATEDRATICO A	13,895.20	9,573.85	5,802.33	6,034.42	0.00	870.35	0.00	0.00	288.10	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	6,400.00
CD091	ASISTENTE TECNICO	49,959.30	41,216.97	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	0.00	49,959.30
CT002	CATEDRATICO TIEMPO COMPLETO	40,675.58	36,500.29	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	0.00	0.00	40,675.58

Lic. Saul Octavio Turcios
Jefe Depto. De Recursos Humanos

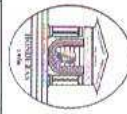
Lic. Carlos Humberto Gil
Tesorero General

Lic. Carmen Solís López
Vice Rectora de Admón. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Solís López
Vice Rectora de Admón. General

Lic. Carmen Solís López
Vice Rectora de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

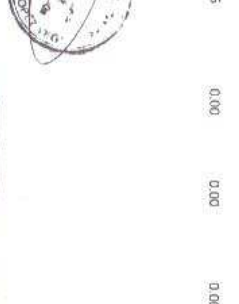
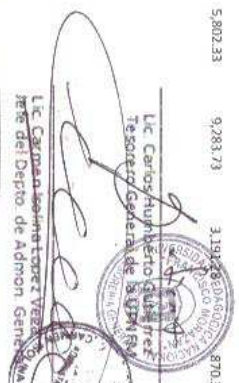
PLANILLA DE PAGO MES DE ENERO DEL 2015

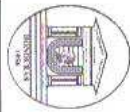
Puesto	Descripcion	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
0A001	OFICIAL ADMINISTRATIVO	15,630.63	10,050.49	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	15,630.63
CT002	CATEDRATICO TIEMPO COMPLETO	37,908.38	26,537.36	11,604.65	12,068.84	8,703.49	3,481.40	0.00	0.00	250.00	0.00	37,908.38
CT002	CATEDRATICO 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	0.00	40,095.35
BI002	BIBLIOTECARIO TRANSCRIPCIÓN DE DATOS	13,382.80	7,668.26	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	13,382.80
BI002	BIBLIOTECARIO 1	12,217.38	2,172.97	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	12,217.38
GA002	GUARDALMACEN	11,241.09	3,190.72	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	11,241.09
MT002	MOTORISTA	14,240.18	1,723.18	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	14,240.18
CI002	CATEDRATICO TIEMPO COMPLETO INST. INVY	37,908.38	28,719.23	11,604.65	12,068.84	8,703.49	3,481.40	0.00	0.00	250.00	0.00	37,908.38
CD005	EVAL. EDUC.	74,829.07	57,986.12	11,604.65	18,567.44	8,703.49	3,481.40	30,172.09	0.00	500.00	0.00	74,829.07
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	29,990.80	11,604.65	16,246.51	5,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CM002	CONTADOR I DEPARTAMENTO	16,152.27	14,746.61	0.00	13,199.99	0.00	400.00	0.00	0.00	0.00	0.00	16,152.27
CD116	TECNICA INDUSTRIAL	48,836.94	26,573.89	11,604.65	16,246.51	5,382.56	1,740.70	11,024.42	0.00	38.10	0.00	48,836.94
CT002	CATEDRATICO 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	0.00	40,713.68
CI004	CATEDRATICO A MEDIO TIEMPO	18,218.76	5,802.33	9,283.73	3,190.72	870.35	0.00	0.00	0.00	0.00	0.00	20,047.69

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPN

Lic. Carmelita Torres Vez
Mre del Depto. de Admon. General





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
OP001	OPENDOR Y AUX SOPORTE	18.326,60	225,83	0,00	0,00	0,00	400,00	0,00	0,00	0,00	0,00	18.326,60
CM002	CONTADOR I	12.258,65	1.166,54	0,00	0,00	0,00	400,00	0,00	0,00	0,00	0,00	12.258,65
CI002	CATEDRÁTICO TIEMPO COMPLETO	38.274,42	30.113,78	11.604,65	16.246,51	6.382,56	1.740,70	0,00	0,00	500,00	0,00	38.274,42
SE002	SECRETARIA I MEDICO	12.605,75	2.460,83	0,00	0,00	0,00	400,00	0,00	0,00	0,00	13.446,13	26.051,88
MO002	DOMINOLÓGICO CENTRO UNIV. LA CEIBA	17.997,42	16.462,60	0,00	800,00	0,00	400,00	0,00	0,00	0,00	19.197,25	37.194,67
CD028	CEIBA CALIBRÁTICO	67.366,28	54.533,56	11.604,65	16.246,51	7.543,02	3.481,40	26.690,70	0,00	0,00	0,00	67.366,28
CT002	TIEMPO COMPLETO CATEDRÁTICO TIEMPO COMPLETO	37.774,42	24.327,76	11.604,65	16.246,51	6.382,56	1.740,70	0,00	0,00	0,00	0,00	37.774,42
CT002	TIEMPO COMPLETO CATEDRÁTICO	28.992,99	12.903,85	11.604,65	12.068,84	0,00	3.481,40	0,00	0,00	38,10	0,00	28.992,99
CV002	CONTADOR	13.641,79	121,77	0,00	0,00	0,00	400,00	0,00	0,00	0,00	0,00	13.641,79
SO002	SOMNIDISTA OFICIAL DE PRESUPUESTO	12.541,11	4.013,97	0,00	0,00	0,00	400,00	0,00	0,00	0,00	13.377,18	25.918,29
OU001	OFICIAL DE PRESUPUESTO	15.582,78	7.972,89	0,00	12.661,50	0,00	400,00	0,00	0,00	0,00	15.621,53	32.204,41
CO002	CONSERJE	11.209,93	1.134,89	0,00	0,00	0,00	400,00	0,00	0,00	0,00	11.957,26	23.167,19
CO057	JEFE DE LIBRERIA COORD. CARRILVA	51.583,95	28.849,65	11.604,65	12.068,84	7.543,02	1.740,70	16.826,74	0,00	0,00	0,00	51.583,95
CD207	TURISMA Y HOSTEL CATEDRÁTICO	47.058,14	26.560,66	11.604,65	16.246,51	6.382,56	3.481,40	7.543,02	0,00	0,00	0,00	47.058,14
CT002	TIEMPO COMPLETO CATEDRÁTICO	21.377,74	11.604,65	11.604,65	12.068,84	7.543,02	1.740,70	0,00	0,00	0,00	0,00	34.757,21

[Firma]
Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

[Firma]
Lic. Carlos Humberto Quiñones
Tercer Secretario General

[Firma]
Lic. Carolina Rodríguez Vera
Jefe del Depto. de Admón. Gen.



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

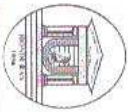
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD001	ADMINISTRATIVO/A LABORATORIO DE COMERCIALES	74,329.07	28,003.75	11,004.65	16,246.51	8,703.49	3,481.40	32,493.02	0.00	0.00	0.00	74,329.07
CD041	CATEDRATICO TIEMPO COMPLETO	47,638.38	18,524.60	11,604.65	16,246.51	6,382.56	3,481.39	8,123.26	0.00	0.00	0.00	47,638.38
CD002	COORDINADOR LAB/MEDIC NA DEL DLPORIE	34,795.31	19,791.96	11,604.65	12,068.84	7,543.02	1,480.70	0.00	0.00	0.00	0.00	34,795.31
CD042	CATEDRATICO POR HORA	41,720.01	34,695.11	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	0.00	41,720.01
CD004	TECNICO ACADEMIA/CUR. ASUNTOS ADIVTOS	9,440.00	8,486.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,440.00
CD047	ACADEMIA/CUR. ASUNTOS ADIVTOS	54,020.93	41,171.03	11,604.65	16,246.51	8,703.49	3,481.40	12,184.88	0.00	0.00	0.00	54,020.93
CD202	CUR CATEDRATICO A	52,860.46	31,101.39	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	0.00	0.00	52,860.46
CD003	MEDIO TIEMPO DE EDUCACION	13,645.20	4,877.47	5,802.33	6,034.42	0.00	870.35	0.00	0.00	0.00	0.00	13,645.20
CD038	FON FISICA OFICIAL CONTINUI	52,280.23	22,700.90	11,604.65	16,246.51	7,543.02	3,481.40	11,604.65	0.00	0.00	0.00	52,280.23
CD002	PRESUPUESTO	21,741.37	2,867.54	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	21,741.37
CD002	CONTRADOR I CALIDRANTICO A	15,590.24	2,090.66	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	15,590.24
CD003	MEDIO TIEMPO CALIDRANTICO	17,416.71	14,028.53	5,802.33	6,034.42	3,771.51	870.35	0.00	0.00	0.00	0.00	17,416.71
CD002	TIEMPO COMPLETO DEPARTAMENTO	35,159.65	3,161.79	11,604.65	12,068.84	7,543.02	3,481.40	0.00	0.00	0.00	0.00	35,159.65
CD002	COMERCIALES CATEDRATICO	58,662.79	46,904.04	11,604.65	16,246.51	8,703.49	3,481.40	16,826.74	0.00	0.00	0.00	58,662.79
CD002	TIEMPO COMPLETO	37,774.42	27,350.24	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	37,774.42

L. E. Nasir Octavio Flores
Jefe Depto. De Recursos Humanos

L. E. Carlos Humberto Solís
Tesorero General de la U.N.F.M.

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L. E. Carmen Solís López Vázquez
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

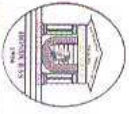
PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CALLIBRATICO TIEMPO COMPLETO	37,774.42	33,483.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CO091	ASISTENTE TECNICO	52,280.23	33,016.48	11,604.65	16,246.51	8,703.49	1,740.70	12,184.88	0.00	0.00	0.00	52,280.23
AO001	COORDINADOR CONSERVIERIA	12,411.61	817.79	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	12,411.61
CI002	CATEDRATICO TIEMPO COMPLETO	39,515.12	28,396.12	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CI002	CATEDRATICO TIEMPO COMPLETO	35,453.49	32,303.58	11,604.65	18,567.44	0.00	3,481.40	0.00	0.00	0.00	0.00	35,453.49
CT002	CALLIBRATICO TIEMPO COMPLETO	39,515.12	26,426.10	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CI036	DESARROLLO CURRICULAR	60,403.49	32,622.20	11,604.65	16,246.51	7,543.02	3,481.40	19,727.91	0.00	0.00	0.00	60,403.49
CO091	ASISTENTE TECNICO	48,682.79	35,648.46	11,604.65	12,068.84	7,543.02	3,481.40	12,184.88	0.00	0.00	0.00	48,682.79
CA002	CONJUNTO TECNICO	11,649.93	8,445.13	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	11,649.93
TA001	AUDIODISUAL TECNICO	11,204.84	7,985.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	11,204.84
CT002	CALLIBRATICO TIEMPO COMPLETO	35,337.45	26,484.27	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	0.00	35,337.45
CO188	COORDINADOR TECNICA INDUST.	46,516.00	32,682.43	11,604.65	16,246.51	7,543.02	1,740.70	7,543.02	0.00	38.10	0.00	46,516.00
CO002	CONSERVIERIA AUXILIAR DE	12,398.72	1,993.60	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	12,398.72
AO001	CONSERVIERIA SERVICIOS VARIOS	12,476.36	6,384.49	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	12,476.36
RO002	JEFE DE SECCION	20,763.20	4,560.00	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	20,763.20

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

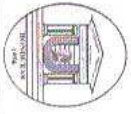
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Carga	Colectivo	Derechos Adquir.	Vacaciones	Total
AX002	SERVICIOS ESPECIAL	11,211.35	6,323.35	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	11,211.35
CN003	CONTADOR II TRANSCRIPTOR DE DATOS	14,495.01	3,396.14	0.00	0.00	0.00	400.00	0.00	0.00	0.00	15,461.34	29,956.35
TD002	CONSERJE	11,828.90	2,705.01	0.00	0.00	0.00	400.00	0.00	0.00	0.00	12,617.49	24,496.39
CO002	ASISTENTE TECNICO	10,771.28	9,017.82	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	10,771.28
CO091	CATEDRATICO TIEMPO COMPLETO	49,959.30	40,699.66	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	0.00	49,959.30
CT002	CATEDRATICO TIEMPO COMPLETO	33,634.85	13,358.74	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	38.10	0.00	33,634.85
CT002	CATEDRATICO TIEMPO COMPLETO	37,812.52	26,934.94	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	38.10	0.00	37,812.52
CT002	CATEDRATICO 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	0.00	49,959.30
CT002	CATEDRATICO 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	0.00	43,000.65
SE003	SECRETARIA II OFICIAL DE INGRESOS	13,822.10	7,677.48	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	13,822.10
09002	CATEDRATICO TIEMPO COMPLETO	14,736.06	10,476.21	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	14,736.06
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	32,602.12	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CT002	CATEDRATICO TIEMPO COMPLETO	31,391.86	16,717.39	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
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	11,663.15
SE003	SECRETARIA II	12,346.87	479.40	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	12,346.87

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

Lc. Carlos Augusto López Vezza
Responsable del Departamento

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Germent Isolina Lopez Vezza
Jefe del Depto. de Admon. Gen.



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

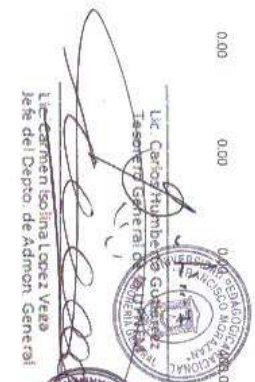
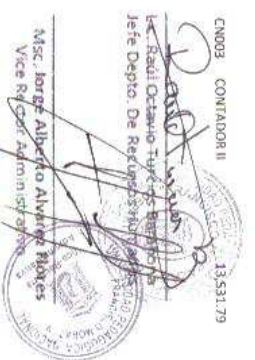
PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
A0002	AUXILIAR ADMINISTRATIVO	13,757.35	6,650.57	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	13,757.35
SE005	SECRETARIA IV	14,753.29	8,132.82	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	14,753.29
CI097	JEFE DE SECCION DE COMERCIALES	53,490.70	35,498.29	11,604.65	16,246.51	8,703.49	3,481.39	11,604.65	0.00	0.00	0.00	53,490.70
CO002	CONSULTE TECNICO	10,771.35	8,058.72	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	10,771.35
CO094	SECRETARIA CATEGORICO	44,737.21	31,473.39	11,604.65	16,246.51	0.00	1,740.70	13,345.35	0.00	0.00	0.00	44,737.21
CI002	TIEMPO COMPLETO	33,596.75	202.10	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
GA001	GUARDALMACEN	11,522.49	8,121.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	12,290.66	23,813.15
CO002	CONSERJE CATEGORICO	10,766.69	2,715.05	0.00	0.00	0.00	400.00	0.00	0.00	0.00	11,484.47	22,251.16
CI002	TIEMPO COMPLETO CATEGORICO	33,870.33	30,901.03	11,604.65	12,068.84	6,382.56	1,710.70	0.00	0.00	273.58	0.00	33,870.33
CI002	TIEMPO COMPLETO CATEGORICO	25,473.49	10,468.38	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CI003	CATEGORICO A MEDIO TIEMPO	18,925.32	15,498.98	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	38.10	0.00	18,925.32
OA001	OFICIAL ADMINISTRATIVO	13,771.28	5,883.24	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	13,771.28
SE002	SECRETARIA I	11,786.13	9,886.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,786.13
MT002	MOTOHISIA	11,696.19	1,010.29	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	11,696.19
CO003	CONTADOR II	13,531.79	7,423.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,531.79

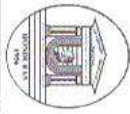
[Signature]
Rafael Octavio Turiso Bernal
Jefe Depto. De Recursos Humanos

[Signature]
Lic. Carlos Humberto Gutiérrez
Asesor General de Recursos Humanos

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



MSC. Jorge Alberto Alvarez Rojas
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CN002	CONTADOR I	13,899.07	10,811.14	0.00	0.00	0.00	400.00	0.00	0.00	0.00	14,825.52	28,724.74
SE003	SECRETARIA II	13,757.35	10,956.34	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	13,757.35
SL002	SECRETARIA I	11,781.47	2,091.50	0.00	0.00	0.00	400.00	0.00	0.00	0.00	12,566.90	24,308.37
AX003	AUX.SERV. ADMINIS. TRAYTOS	12,087.91	825.90	0.00	0.00	0.00	400.00	0.00	0.00	0.00	13,533.77	26,221.68
SE006	SECRETARIA DE SEDE	14,093.35	10,232.82	0.00	800.00	0.00	400.00	0.00	0.00	0.00	15,032.91	29,126.26
SE006	SECRETARIA DE SEDE	14,093.35	12,154.46	0.00	0.00	0.00	400.00	0.00	0.00	0.00	15,032.91	29,126.26
SE006	SECRETARIA DE SEDE	12,618.07	10,108.05	0.00	0.00	0.00	400.00	0.00	0.00	0.00	13,459.27	26,077.34
SE006	SECRETARIA DE SEDE	12,618.07	9,057.07	0.00	0.00	0.00	400.00	0.00	0.00	0.00	13,459.27	26,077.34
V002	VIGILANTE	11,168.87	10,893.87	0.00	0.00	0.00	400.00	0.00	0.00	0.00	11,913.46	23,082.33
AS002	ASEADORA	10,971.41	4,988.96	0.00	0.00	0.00	400.00	0.00	0.00	0.00	11,702.84	22,674.95
AS002	ASEADORA	10,766.69	9,021.69	0.00	0.00	0.00	400.00	0.00	0.00	0.00	11,484.47	22,251.16
V002	VIGILANTE	10,766.69	9,991.69	0.00	0.00	0.00	400.00	0.00	0.00	0.00	11,484.47	22,251.16
CO002	CONSERJE	10,766.69	10,591.69	0.00	0.00	0.00	400.00	0.00	0.00	0.00	10,766.69	21,533.38
CH002	COORDINADOR ADMINISTRATIVO	22,055.83	17,913.58	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	22,055.83
AS002	ASEADORA	10,766.69	9,991.69	0.00	0.00	0.00	400.00	0.00	0.00	0.00	11,484.47	22,251.16

L.C. Roberto Torres Flores
Jefe Depto. De Recursos Humanos



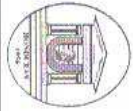
Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carlos Humberto Gutiérrez
Tesorero General



Lic. Carmen Isolinda Sotelo Viquez
Jefe del Depto. de Admon. General

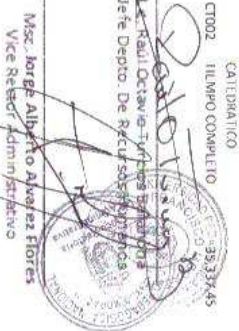


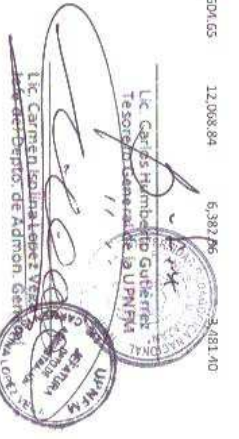


UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Merci Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CO002	CONSERJE CATEDRATICO	10,661.35	7,044.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,661.35
CT002	TIEMPO COMPLETO CATEDRATICO	38,972.98	34,482.71	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	38.10	0.00	38,972.98
CT002	TIEMPO COMPLETO CATEDRATICO A	37,812.52	29,035.15	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	38.10	0.00	37,812.52
CT003	MEDIO TIEMPO LABORATORIO	18,925.32	11,143.53	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	38.10	0.00	18,925.32
CO139	MALTAJUNGA CATEDRATICO	47,638.38	36,050.21	11,604.65	16,246.51	6,382.56	3,481.40	8,123.26	0.00	0.00	0.00	47,638.38
CT002	TIEMPO COMPLETO OFICIAL DE	40,675.58	27,090.84	11,604.65	16,246.51	7,543.02	3,481.39	0.00	0.00	0.00	0.00	40,675.58
CO003	COMPLAS AUXILIAR DE	16,459.62	4,743.34	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	16,459.62
AR002	CONTABILIDAD CONSERJE	15,611.75	5,753.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,611.75
CO002	CONSERJE	11,206.80	1,461.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,206.80
SE002	SECRETARIA CATEDRATICO A	13,481.36	6,395.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,481.36
CT003	MEDIO TIEMPO CONTADOR I	17,378.61	12,912.82	5,802.33	6,034.42	3,771.51	870.35	0.00	0.00	0.00	0.00	17,378.61
CO002	CONTADOR I OPERADOR Y	12,138.35	6,339.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,138.35
CO001	AUXILIAR DE DE TECALUMITE	15,243.53	2,536.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,243.53
CO157	HOGAR CATEDRATICO	49,417.17	23,626.76	11,604.65	16,246.51	6,382.56	1,740.70	11,604.65	0.00	38.10	0.00	49,417.17
CT002	TIEMPO COMPLETO	35,334.45	26,405.11	11,604.65	12,008.84	6,382.56	3,481.40	0.00	0.00	0.00	0.00	35,334.45


 Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo


 Lic. Carmen Solimata Lopez Vera
 Tesorera General de la UPNMA
 Jefe Depto. de Recursos Humanos



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

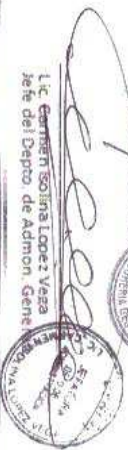
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Abos Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD092	ASIST. TECN. ASUNT. ADVOS. CLIENTE	52,898.57	18,417.26	11,504.65	16,246.51	6,382.56	1,740.70	15,086.05	0.00	38.10	0.00	52,898.57
MT002	MONITORIA AUXILIAR DE	10,771.35	4,162.64	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	10,771.35
AU002	CONFIABILIDAD OFICIAL DE	15,709.06	3,246.50	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	15,709.06
00002	EGRESOS	16,755.15	4,131.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,755.15
AX003	AUX.SERV. ADMINIS TRATIVOS	13,095.66	3,864.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,095.66
CD150	INFORMAT. EDUCAT IV	35,337.45	18,529.05	11,604.65	12,068.81	0.00	1,740.70	8,123.26	0.00	0.00	0.00	35,337.45
CT002	CATEDRATICO TIEMPO COMPLETO	41,836.05	17,172.84	11,604.65	16,246.51	8,703.49	3,481.40	0.00	0.00	0.00	0.00	41,836.05
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	32,055.33	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CO002	CONSERJE CATEDRATICO	11,493.49	2,497.50	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	12,259.72	23,753.21
CT002	TIEMPO COMPLETO CATEDRATICO	33,596.75	12,533.02	11,604.65	12,068.81	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
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	47.16	0.00	43,043.67
CT002	TIEMPO COMPLETO ASISTENTE JURIDICO	33,712.79	30,311.93	11,604.65	18,567.44	0.00	1,740.70	0.00	0.00	0.00	0.00	33,712.79
SD002	ASISTENTE JURIDICO	41,968.04	30,717.64	0.00	1,200.00	0.00	400.00	0.00	0.00	0.00	0.00	41,968.04
CD039	DEPARTAMENTO DE REGISTRO	55,808.78	46,417.01	11,604.65	18,246.51	7,543.02	1,740.70	16,826.74	0.00	47.16	0.00	55,808.78
CT001	CATEDRATICO A MEDIO TIEMPO	15,695.94	14,226.02	5,802.33	8,123.26	0.00	1,740.70	0.00	0.00	0.00	0.00	15,695.94

Lc. Oscar Torres Barahona
Jefe Depto. De Recursos Humanos



Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carmen Soñal Lopez Vaza
Jefe del Depto de Admon. Gene





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

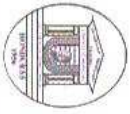
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE007	SECRETARIA V	20,491.88	8,015.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,491.88
A0003	AUDITOR II	15,840.12	1,805.66	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	15,840.12
B1002	BIBLIOTECARIO I	10,238.41	6,889.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,238.41
C1002	CAFEBRATICO TIEMPO COMPLETO	37,774.42	30,038.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
C1002	CAFEBRATICO TIEMPO COMPLETO	31,391.86	13,882.75	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
SE002	SECRETARIA I	10,772.95	5,445.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,772.95
CG003	COORDINADOR GRUPO MUSICAL	14,158.30	12,883.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,158.30
CD091	ASISTENTE TECNICO	51,119.76	27,052.62	11,604.65	16,246.51	7,543.02	1,740.70	12,184.88	0.00	0.00	0.00	51,119.76
CM003	CONTADOR II	13,132.08	10,937.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,132.08
CM003	CONTADOR II	11,679.40	9,586.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,679.40
VM002	VIGILANTE	10,709.20	7,094.62	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	11,423.15	22,132.35
SE002	SECRETARIA I	10,744.41	4,378.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,744.41
CD091	ASISTENTE TECNICO	49,959.30	26,862.34	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	0.00	49,959.30
CT002	CAFEBRATICO TIEMPO COMPLETO	33,596.75	9,522.97	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CI009	JEFE DE SECCION DE SOCIALES	50,539.53	43,634.91	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	0.00	50,539.53

[Signature]
Dr. Octavio Turcios B. Flores
 Jefe Depto. De Recursos Humanos

[Signature]
Lic. Karlys Humberto Gutiérrez
 Tesorero General de la UENEMA

[Signature]
Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo

[Signature]
Lic. Carmen Escalante Zúñiga
 Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

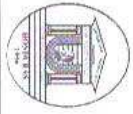
Puesto	Descripción	Sueldo bruto	Sueldo neto	Sueldo base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT003	CATEDRÁTICO A MEDIO TIEMPO	15,028.03	14,438.97	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,028.03
CT002	CATEDRÁTICO TIEMPO COMPLETO	37,774.42	33,888.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	CATEDRÁTICO TIEMPO COMPLETO	37,774.42	22,960.67	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CO002	CONSERJE	11,111.38	3,212.77	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	11,852.14	22,963.52
ST001	SECRETARÍA DEL RECTOR	14,089.85	10,207.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,007.84	29,077.69
CT003	CATEDRÁTICO A MEDIO TIEMPO PLANIFICACION Y	18,016.87	10,308.48	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	18,016.87
CO032	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	0.00	65,045.35
BI002	BIROCRÁTICO CAMPO I ASISTENTE TECNICO	12,857.34	7,762.35	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	12,857.34
CO091	ASISTENTE TECNICO	48,718.60	28,415.57	11,604.65	16,246.51	6,382.56	0.00	12,184.88	0.00	0.00	0.00	48,718.60
CT002	CATEDRÁTICO TIEMPO COMPLETO ANALISTA	38,934.88	18,957.20	11,604.65	16,246.51	7,543.07	1,740.70	0.00	0.00	0.00	0.00	38,934.88
AP002	PROGRAMADOR CATEDRÁTICO	21,178.94	15,392.41	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	21,178.94
CT002	TIEMPO COMPLETO CATEDRÁTICO	37,774.42	17,070.31	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRÁTICO	38,018.31	21,980.50	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	243.99	0.00	38,018.31
CT002	TIEMPO COMPLETO CATEDRÁTICO	37,774.42	28,597.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRÁTICO	38,934.88	31,796.11	11,604.65	16,246.51	7,543.07	1,740.70	0.00	0.00	0.00	0.00	38,934.88

Lic. Roberto Martínez Martínez
Jefe Depto. De Recursos Humanos

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lic. Carmen Soledad López Vázquez
Jefe del Depto. de Admón. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

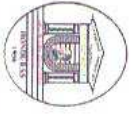
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD155	JEF. DE SECCION DE LETRAS Y LINGÜÍSTICA	50,539.53	21,341.01	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	0.00	50,539.53
CT002	CATEDRÁTICO TIEMPO COMPLETO	38,934.88	23,710.93	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
JD002	JEFE DEPARTAMENTO DE TECNOLOGÍAS DE INFORMACIÓN	33,094.53	24,530.38	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	33,094.53
CD004	INFORMACIONAL	57,502.33	44,691.84	11,604.65	16,246.51	6,382.56	1,740.70	19,727.91	0.00	0.00	0.00	57,502.33
CT002	CATEDRÁTICO TIEMPO COMPLETO SERVICIOS GENERALES	37,774.42	20,491.88	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
AV003	ADMINISTRATIVO GENERAL	9,987.61	8,688.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,987.61
CT002	CATEDRÁTICO TIEMPO COMPLETO CALIDRÁTICO	38,934.88	21,668.25	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
CT002	CATEDRÁTICO TIEMPO COMPLETO DEPARTAMENTO DE MATEMÁTICAS	34,757.21	76,850.74	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	0.00	34,757.21
CT002	CATEDRÁTICO TIEMPO COMPLETO DEPARTAMENTO DE MATEMÁTICAS CENTRO UNIVERSITARIO	37,774.42	31,038.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CD081	CATEDRÁTICO TIEMPO COMPLETO	49,999.30	38,491.56	11,604.65	16,246.51	7,543.02	1,740.70	11,024.42	0.00	0.00	0.00	49,999.30
CT002	CATEDRÁTICO TIEMPO COMPLETO	55,181.39	45,203.93	11,604.65	16,246.51	7,543.02	1,740.70	16,246.51	0.00	0.00	0.00	55,181.39
CT002	CATEDRÁTICO TIEMPO COMPLETO	37,774.42	26,391.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	CATEDRÁTICO TIEMPO COMPLETO	38,934.88	19,615.37	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
AS002	ASEADORA CARRERA EDUCACION	9,987.61	9,712.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,987.61
CD181	JEFE DEPTO. DE RECURSOS HUMANOS	45,317.44	22,831.04	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	0.00	0.00	45,317.44

L.C. Raúl Octavio Jofre Flores
Jefe Depto. De Recursos Humanos

L.C. Carlos Humberto Gómez
Tesorero General de la U.P.N.F.

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

L.C. Carmen Soledad López Vique
Jefe del Depto. de Asesoría General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Apos. Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CAIDRATICO TIEMPO COMPLETO	37.774,42	17.170,58	11.604,65	16.206,51	6,382,56	1.740,70	0,00	0,00	0,00	0,00	37.774,42
SE005	SECRETARIA IV CAIDRATICO	11.151,34	7.418,75	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	11.151,34
CT002	TIEMPO COMPLETO CAIDRATICO	41.255,81	23.234,94	11.604,65	18.567,44	7.543,02	1.740,70	0,00	0,00	0,00	0,00	41.255,81
CT002	TIEMPO COMPLETO LABORATORIO DE COMUNICALES	31.856,05	23.874,25	11.604,65	12.068,84	6,382,56	0,00	0,00	0,00	0,00	0,00	31.856,05
OD001	OFICIAL JURIDICO CAIDRATICO	23.361,66	15.651,82	0,00	800,00	0,00	0,00	0,00	0,00	0,00	0,00	23.361,66
CT002	TIEMPO COMPLETO CATEDRATICO POR HORA	31.391,86	27.627,03	11.604,65	16.246,51	0,00	1.740,70	0,00	0,00	0,00	0,00	31.391,86
CT004	OFICIAL DE PERSONAL	9.440,00	4.899,02	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	9.440,00
OF002	OFICIAL DE TECNOLOGIA	19.521,35	7.614,37	0,00	800,00	0,00	0,00	0,00	0,00	0,00	20.822,77	40.344,12
OH001	CAIDRATICO	19.293,04	12.270,83	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	19.293,04
CT002	TIEMPO COMPLETO CAIDRATICO	38.934,88	10.543,17	11.604,65	16.246,51	7.543,02	1.740,70	0,00	0,00	0,00	0,00	38.934,88
CT002	TIEMPO COMPLETO CAIDRATICO	33.596,75	30.650,02	11.604,65	12.068,84	6,382,56	1.740,70	0,00	0,00	0,00	0,00	33.596,75
CT002	TIEMPO COMPLETO CAIDRATICO	25.473,49	23.196,93	11.604,65	12.068,84	0,00	0,00	0,00	0,00	0,00	0,00	25.473,49
CT002	TIEMPO COMPLETO TECN.MANTENIMIE QUIPO Y SISTEMA	5.363,28	4.736,73	10.006,20	16.246,51	6,382,56	0,00	0,00	0,00	0,00	0,00	5.363,28
TM001	QUIPO Y SISTEMA	12.783,30	1.684,66	0,00	0,00	0,00	400,00	0,00	0,00	0,00	0,00	12.783,30

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

[Signature]



Msc. Jorge Alveca Flores
Vice Rector Administrativo

[Signature]



Lc. Carlos Humberto López Vera
Tesorero General

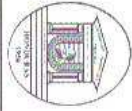
[Signature]



Lc. Carmen Johanna López Vera
Jefe del Depto. de Admon. General

[Signature]





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

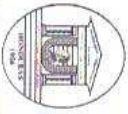
Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
A0002	AUXILIAR ADMINISTRATIVO DE COMERCIAL ALES	12.188,35	8.425,17	0,00	0,00	0,00	400,00		0,00	0,00	0,00	12.188,35
CD152	CATEDRÁTICO TIEMPO COMPLETO	50.539,53	30.375,14	11.604,65	16.246,51	7.543,02	1.740,70	11.604,65	0,00	0,00	0,00	50.539,53
CT002	CATEDRÁTICO A MEDIO TIEMPO SEDE	25.473,49	23.046,93	11.604,65	12.068,84	0,00	0,00	0,00	0,00	0,00	0,00	25.473,49
CT003	SECRETARÍA DE SEDE	14.825,59	8.507,73	5.802,33	8.123,76	0,00	0,00	0,00	0,00	0,00	0,00	14.825,59
SI006	VIGILANTE	11.656,14	9.792,16	0,00	0,00	0,00	0,00	0,00	0,00	0,00	12.133,22	24.089,36
VM002	CONSERJE	10.280,87	8.128,70	0,00	0,00	0,00	0,00	0,00	0,00	0,00	10.855,59	21.040,45
CO002	ASISTENTE TÉCNICO	10.180,87	7.460,21	0,00	0,00	0,00	0,00	0,00	0,00	0,00	10.859,59	21.040,46
EN002	ASISTENTE TÉCNICO	19.326,07	6.164,25	0,00	0,00	0,00	0,00	0,00	0,00	0,00	20.614,47	39.940,54
CD091	CATEDRÁTICO TIEMPO COMPLETO	45.781,63	29.695,65	11.604,65	12.068,84	6.382,56	1.740,70	12.184,88	0,00	0,00	0,00	45.781,63
CT002	CATEDRÁTICO TIEMPO COMPLETO	33.596,75	25.020,02	11.604,65	12.068,84	6.382,56	1.740,70	0,00	0,00	0,00	0,00	33.596,75
CT002	COORDINADOR DE SEDE CHOLULUCA	33.596,75	3.671,05	11.604,65	12.068,84	6.382,56	1.740,70	0,00	0,00	0,00	0,00	33.596,75
CD170	CATEDRÁTICO TIEMPO COMPLETO	41.720,01	11.545,12	11.604,65	12.068,84	6.382,56	1.740,70	8.123,26	0,00	0,00	0,00	41.720,01
CT002	CATEDRÁTICO TIEMPO COMPLETO	25.473,49	12.632,33	11.604,65	12.068,84	0,00	0,00	0,00	0,00	0,00	0,00	25.473,49
CT002	CATEDRÁTICO TIEMPO COMPLETO	38.934,88	35.367,75	11.604,65	16.246,51	7.543,02	1.740,70	0,00	0,00	0,00	0,00	38.934,88
CT002	CATEDRÁTICO TIEMPO COMPLETO	33.596,75	24.926,79	11.604,65	12.068,84	6.382,56	1.740,70	0,00	0,00	0,00	0,00	33.596,75

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

L. C. Carlos Humberto Solís Torres
Tesorero General

L. C. Carmen Soledad Vera
Jefe del Depto. de Admón. General

Msc. Jorge Alberto Álvarez Torres
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

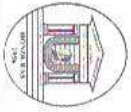
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO H. CN ASUNTOS	31,391.86	20,248.03	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
CO009	VIAJES CATEDRATICO	54,020.93	37,148.20	11,604.65	16,246.51	7,543.02	1,740.70	35,086.05	0.00	0.00	0.00	54,020.93
CT002	TIEMPO COMPLETO CATEDRATICO	33,596.75	29,130.02	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	39,038.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT003	CATEDRATICO A MEDIO TIEMPO	15,928.03	14,238.97	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,928.03
CT003	CATEDRATICO A MEDIO TIEMPO	15,950.92	13,959.97	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	22.89	0.00	15,950.92
CT003	CATEDRATICO A MEDIO TIEMPO	12,759.64	11,531.97	5,802.33	6,034.42	0.00	0.00	0.00	0.00	22.89	0.00	12,759.64
AD004	ADMINISTRADOR DE REDES	15,541.13	14,178.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,541.13
CT003	CATEDRATICO A MEDIO TIEMPO	18,016.87	8,399.47	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	18,016.87
CT002	TIEMPO COMPLETO COORDINADOR DE CARRERA ESPANOL	36,033.72	32,885.94	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
CO182	CATEDRATICO TIEMPO COMPLETO	45,317.44	32,516.52	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	0.00	0.00	45,317.44
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	24,711.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	CATEDRATICO TIEMPO COMPLETO	37,194.18	22,353.11	11,604.65	16,246.51	7,543.02	0.00	0.00	0.00	0.00	0.00	37,194.18
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	13,858.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	31,856.05	10,498.11	11,604.65	12,068.84	5,382.56	0.00	0.00	0.00	0.00	0.00	31,856.05

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

Lc. Carlos Humberto Belli
Tesorero en Jefe

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lc. Carmelo José López Vázquez
Jefe Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO ASISTENTE	31,856.05	20,408.14	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	31,856.05
CO091	TECNICO CATEDRATICO	41,836.04	24,637.76	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
CT002	TIEMPO COMPLETO OH-CIAL	29,651.16	22,354.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
OA002	ADMINISTRATIVO I MEDICO	18,707.34	10,106.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,707.34
MD002	ODONTOLOGO	18,700.76	10,073.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,700.76
SE004	SECRETARIA III CATEDRATICO	10,367.60	1,211.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,367.60
CT002	TIEMPO COMPLETO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
SE002	SECRETARIA I CATEDRATICO	9,837.12	1,129.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,837.12
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	0.00	29,651.16
CO002	CONJUDOR I	10,907.40	6,643.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,907.40
CO002	CONSERJE	9,397.12	2,093.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CO091	ASISTENTE TECNICO	41,836.04	26,711.94	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
BI002	BIBLIOLICARIO I	9,397.12	2,794.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,144.17	17,541.29
CO002	CONSERJE	9,397.12	5,871.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
MI002	MOTORISTA	9,397.12	2,094.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12

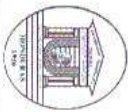
[Signature]
Lc. Raúl Octavio Jarama
Jefe Depto. De Recursos Humanos

[Signature]
Lc. Carlos Humberto Jarama
Tesorero General

[Signature]
Lc. Carmen Escobar López-Vera
Jefe del Depto. de Admón. General

Msc. Jorge Alberto Rivera Flores
Vice Rector Administrativo

[Signature]
Lc. Carmen Escobar López-Vera
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

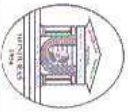
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CATEDRATICO												
CT002	TIEMPO COMPLETO TRANSCRIPTOR DE DATOS	36,033.72	26,285.94	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
TR002		10,522.83	4,429.83	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	10,522.83
BR002	BIBLIOTECARIO I ADMINISTRADOR DE SISTEMA	9,397.12	8,587.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
AD005		11,072.83	6,108.83	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	11,072.83
CT002	TIEMPO COMPLETO TECNICO SOPORTE REDES Y PCS	25,473.49	15,325.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
TR001		13,732.19	7,245.94	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	13,732.19
CT002	TIEMPO COMPLETO CALDRATICO	36,033.72	10,809.22	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
CT003	MEDIO TIEMPO CALDRATICO	18,016.87	8,087.48	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	18,016.87
CT002	TIEMPO COMPLETO TECNICO SOPORTE	29,651.16	26,479.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
TR001		10,687.47	9,664.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,687.47
CT003	CATEDRATICO MEDIO TIEMPO ASISTENTE TECNICO	14,825.59	9,478.13	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	0.00	14,825.59
CO091		41,836.04	29,205.89	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
GA002	GUARDALMACEN AUXILIAR DE CONTABILIDAD	9,397.12	9,122.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
AR002		10,127.42	5,755.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,127.42
CO002	CONSERJE	9,397.12	5,603.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,264.75	15,661.87

[Signature]
Lc. Raúl Esteban Turco Blandón
Jefe Depto. De Recursos Humanos

[Signature]
Lc. Carlos Alberto Flores
Tesorero General

[Signature]
Lc. Carmen Lidiana López Restrepo
Jefe Depto. de Adm.

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

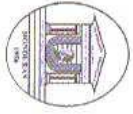
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CD091	ASISTENTE TECNICO	37,658.37	31,754.95	11,604.65	17,068.84	0.00	0.00	12,194.88	0.00	0.00	0.00	37,658.37
CD091	ASISTENTE TECNICO	41,836.04	28,663.85	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	24,770.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	14,306.97	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	17,676.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	82.26	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
IX003	TECNICO EN COMPUTACION	10,755.40	5,276.53	0.00	8,189.60	0.00	0.00	0.00	0.00	0.00	0.00	10,755.40
CT002	CATEDRATICO TIEMPO COMPLETO	36,033.72	23,562.40	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
CT002	CATEDRATICO TIEMPO COMPLETO	36,033.72	26,818.56	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
AP002	ANALISTA PROGRAMADOR	13,941.93	12,790.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,941.93
CD091	ASISTENTE TECNICO	41,836.04	30,653.57	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
A002	AUDITOR CATEDRATICO	8,950.84	1,945.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,950.84
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	22,586.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49

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

Lic. Carlos Humberto Gutiérrez
Secretario General de la UPNFM

Lic. Carrión Solana López Vera
Jefe del Depto. de Admón.-Gen.

Msc. Jorge Alberto Álvarez Torres
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	23,196.93	11,604.55	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	23,196.93	11,604.55	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	24,444.78	11,604.55	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	26,029.94	11,604.55	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CD004	CIENCIAS/EDUCACI DE	37,078.14	27,675.19	11,604.55	12,068.84	0.00	0.00	11,604.55	0.00	0.00	0.00	37,078.14
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	23,196.93	11,604.55	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	20,692.93	11,604.55	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	22,996.93	11,604.55	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
TD002	TRANScriptor DE DATOS	11,913.08	7,804.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,147.85	19,060.93
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	20,533.93	11,604.55	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	26,529.94	11,604.55	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
AD002	AUXILIAR ADMINISTRATIVO	10,275.27	2,431.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,275.27
AD002	AUXILIAR ADMINISTRATIVO	13,200.00	3,449.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,920.00	21,120.00
BI002	BIOLÓGICO LABORATORIO	8,646.48	5,083.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,646.48
CI002	COMPUT LABORATORIO	10,966.68	5,691.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,966.68

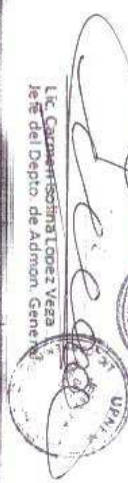
Lic. Octavio Torres Saborido
Jefe Depto. De Recursos Humanos

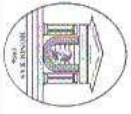


Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carlos Humberto Galvez
Tendeteo General de Personal

Lic. Carmen Soledad Torres Vega
Jefe del Depto. de Admón. Gene





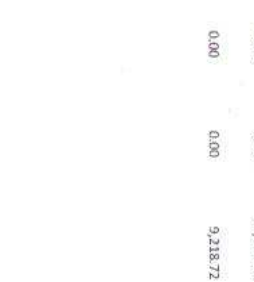
UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	17,755.55	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	17,046.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	27,029.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	22,496.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	21,221.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CT002	CATEDRATICO TIEMPO COMPLETO	36,033.72	29,885.94	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
AP002	AUXILIAR PROGRAMADOR	14,509.60	14,234.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,509.60
AD002	ADMINISTRATIVO CATEDRATICO	12,558.28	10,816.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,591.08	18,949.36
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	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	22,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
GA001	GUARDALMAECEN CATEDRATICO	11,000.00	5,945.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,000.00
CT002	CATEDRATICO TIEMPO COMPLETO	25,218.76	19,963.21	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,218.76
TX003	TECNICO LN COMPUTACION	9,218.72	8,413.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,218.72
OB003	OFICIAL DE INFORMACION	12,000.00	11,375.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,000.00
BR002	BIBLIOTECARIO	9,218.72	8,943.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,218.72


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


 L.C. Carlos Humberto Viquez
 Tesorero General de la UPN


 MSc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo


 L.C. Gerardo Sosa Alvarez Vesa
 Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Abon. Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
B1002	BIBLIOTECARIO I	8,489.28	8,214.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
SE002	SECRETARIA I	8,489.28	3,958.53	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	8,214.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CO002	CONSERJE	8,489.28	3,812.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
TX003	TECNICO EN COMPUTACION	8,489.28	7,782.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CO004	CAFERO OFICIAL	8,500.00	8,325.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,500.00
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	10,000.00
SE001	SECRETARIA MEDICO	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
MO002	ODONTOLOGO	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
B1002	BIBLIOTECARIO I	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AS002	ASISTADORA	8,489.28	8,214.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
SE002	SECRETARIA I	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
VI002	VIGILANTE	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
VI002	VIGILANTE	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AS002	ASEADORA	8,489.28	8,489.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CATEGORICO												
CT002	TIEMPO COMPLETO	17,731.91	15,594.03	11,694.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	17,731.91
GA002	GUARDALMACEN	8,489.28	7,018.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CATEGORICO A												
CT003	MEDIO TIEMPO	4,039.29	4,039.29	5,802.32	9,283.71	0.00	0.00	0.00	0.00	0.00	0.00	4,525.82

Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo


Lic. Carlos Humberto Gálvez
 Tesorero General de la Universidad

Lic. Carmen Soledad Torres Vique
 Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
 DEPARTAMENTO DE RECURSOS HUMANOS
 PLANILLA DE PAGO MES DE ENERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
C1002	CATEGORICO TIEMPO COMPLETO	9459.40	8513.17	11804.65	12068.81	0.00	0.00	0.00	0.00	0.00	0.00	9,469.40
	Total General	23,546,792.88	14,005,008.56	4,746,771.52	6,215,104.05	2,483,105.14	2,643,095.03	1,993,678.97	22,750.00	236,762.40	738,294.74	24,305,077.82


 Lc. Rauli Octavio Turcios Borge
 Jefe Depto. De Recursos Humanos




 Lc. Carlos Humberto Gutiérrez
 Tesorero General de U.P.N.F.M.



Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo

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