

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

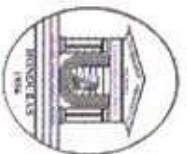
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AE002	MANT. ELECT. Y FONIA II A	14,679.43	1,393.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,679.43
AE003	ASCENSORISTA	17,095.04	11,408.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,095.04
A1001	AUDITOR INTERNO	38,704.86	111.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38,704.86
A1002	AUDITOR I	21,593.44	7,759.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,593.44
A1002	AUDITOR I	8,950.84	1,057.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,950.84
A1003	AUDITOR II	15,840.12	712.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,840.12
A0002	ALBAÑIL	17,344.68	1,444.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,344.68
AK001	COORDINADOR CONSERVIERIA AUXILIAR DE	12,411.61	269.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,411.61
AM002	MANTENIMIENTO I ANALISTA	16,743.03	3,678.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,859.23	34,602.26
AP002	PROGRAMADOR ANALISTA	26,766.03	6,644.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,766.03
AP002	PROGRAMADOR ANALISTA	21,178.94	14,317.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,178.94
AP002	PROGRAMADOR ANALISTA	13,941.93	11,903.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,941.93
AP002	PROGRAMADOR ANALISTA	14,509.60	13,575.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,509.60
AS002	ASEADOR	14,371.60	3,524.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,329.71	29,701.31
AS002	ASEADORA	12,094.44	3,964.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,094.44

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

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Avarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

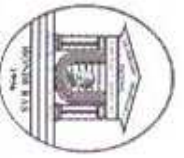
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AS002	ASEADORA	10,971.41	4,988.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,971.41
AS002	ASLADORA	10,766.69	9,021.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,766.69
AS002	ASEADORA	10,766.69	9,991.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,766.69
AS002	ASEADORA	9,987.61	9,712.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,987.61
AS002	ASEADORA	8,489.28	8,081.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AS002	ASEADORA	8,489.28	8,356.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AX001	AUXILIAR DE SERVICIOS VARIOS	14,495.70	3.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,495.70
AX001	SERVICIOS VARIOS	12,476.36	5,832.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,476.36
AX002	SERVICIOS ESPECIAL	20,940.47	5,264.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,940.47
AX002	SERVICIOS ESPECIAL	11,211.35	5,847.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,211.35
AX002	SERVICIOS ESPECIAL	8,489.28	7,381.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AX003	AUX.SERV.ADMINIS TRATIVOS	19,558.26	3,640.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,558.26
AX003	AUX.SERV.ADMINIS TRATIVOS	22,227.86	4,490.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,227.86
AX003	AUX.SERV.ADMINIS TRATIVOS	19,078.32	6,263.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,078.32
AX003	AUX.SERV.ADMINIS TRATIVOS	10,862.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,862.48

[Handwritten Signature]
Lc. Reul Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

[Handwritten Signature]
Lic. Carlos Augusto Gutiérrez
Tesorero General de la UNIFEM

[Handwritten Signature]
Lic. Carmen Isolina López Vela
Jefe del Depto. de Admón. General

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

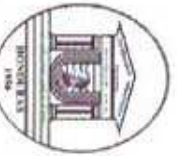
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AY003	AUX.SERV ADMINIS TRATIVOS	14,498.45	543.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,498.45
AY003	AUX.SERV ADMINIS TRATIVOS	12,687.91	5,434.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,687.91
AY003	AUX.SERV ADMINIS TRATIVOS	13,095.66	3,291.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,095.66
AY001	AYUDANTE DE MANTENIMIENTO	17,148.25	2,389.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,148.25
AY001	AYUDANTE DE MANTENIMIENTO	15,778.85	3,192.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,778.85
AY002	AYUDANTE DE MANTENIMIENTO	17,095.50	1,824.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,095.50
AY003	SERVICIOS GENERALES	9,987.61	7,749.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,987.61
AZ002	ASISTENTE	30,903.74	16,314.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,903.74
AZ002	ASISTENTE	27,515.96	103.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,515.96
B1002	BIBLIOTECARIO I	22,811.00	14,422.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,811.00
B1002	BIBLIOTECARIO I	17,774.73	1,038.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,774.73
B1002	BIBLIOTECARIO I	20,192.31	11,436.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,192.31
B1002	BIBLIOTECARIO I	13,382.80	6,563.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,382.80
B1002	BIBLIOTECARIO I	12,217.38	1,635.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,217.38
B1002	BIBLIOTECARIO I	10,960.00	7,136.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,690.67	22,650.67

L.C. Raúl Octavio Rodríguez Aguirre
Jefe Depto. de Recursos Humanos

Lic. Carlos Augusto Guzmán
Tesorero General de la UPNRM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lic. Carmen Soñalobez Vique
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
B1002	BIBLIOTECARIO I	8,489.28	8,181.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
J1002	BIBLIOTECARIO I	9,000.00	8,825.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,000.00
B1002	BIBLIOTECARIO I	12,857.34	7,187.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,857.34
B1002	BIBLIOTECARIO I	9,397.12	2,794.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
B1002	BIBLIOTECARIO I	9,397.12	8,213.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
B1002	BIBLIOTECARIO I	8,646.48	4,586.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,646.48
B1002	BIBLIOTECARIO I	9,218.72	8,793.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,218.72
B1002	BIBLIOTECARIO I	8,489.28	8,081.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
B1003	BIBLIOTECARIA II	20,844.63	1,932.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,234.27	43,078.90
B1003	BIBLIOTECARIA II	19,179.23	8,564.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,179.23
B1003	BIBLIOTECARIA II	21,198.80	16,526.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,198.80
B1004	BIBLIOTECARIA III	24,304.19	6,386.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,924.47	50,228.66
B1004	BIBLIOTECARIA III	22,026.44	9,183.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,026.44
B1005	AUXILIAR DE BIBLIOTECA	18,504.88	753.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,504.88
B1005	AUXILIAR DE BIBLIOTECA	13,150.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,252.11

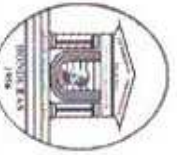
L.E. Paul Octavio Turcios Espinosa
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.E. Carmen Isolina Lopez Vera
Jefe del Depto. de Admon. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

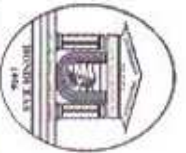
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CR001	COORDINADOR	6,400.00	3,312.00	7,880.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00
CC001	CAJERO PAGADOR	15,089.50	84.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,089.50
CC004	CAJERO	8,500.00	8,266.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,500.00
CD001	RECTORIA)	98,340.85	75,114.03	11,604.65	16,246.51	9,863.95	17,406.98	39,455.81	250.00	1,712.95	1,800.00	0.00	98,340.85
CD005	INST. INV.Y 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	1,800.00	0.00	74,829.07
CD006	VICERRECTORIA) ACADÉMICO(A)	84,021.68	42,603.88	11,604.65	16,246.51	9,863.95	10,444.19	32,493.02	250.00	1,319.36	1,800.00	0.00	84,021.68
CD007	ADMINISTRATIVO(A)	74,329.07	28,003.75	11,604.65	16,246.51	8,703.49	3,481.40	32,493.02	0.00	0.00	1,800.00	0.00	74,329.07
CD008	VICERRECTORIA) EDUCA. DISTANCI	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	1,800.00	0.00	84,806.93
CD010	VICERRECTORIA) INVESTI. POSTGRA	82,194.96	54,326.22	11,604.65	18,567.44	8,703.49	8,123.26	32,493.02	0.00	903.10	1,800.00	0.00	82,194.96
CD011	DIRECTOR DE FUNDACION U.P.N	81,995.81	68,164.27	11,604.65	12,068.84	8,703.49	17,406.98	27,851.16	250.00	2,310.69	1,800.00	0.00	81,995.81
CD012	DIRECTOR(A)INST.C	90,689.50	60,898.65	11,604.65	16,246.51	11,024.42	17,406.98	30,172.09	250.00	2,184.85	1,800.00	0.00	90,689.50
CD016	SECRETARIO GENERAL	80,949.60	65,170.87	11,604.65	16,246.51	8,703.49	12,765.11	27,851.16	250.00	1,728.68	1,800.00	0.00	80,949.60
CD021	DE CIENCIA Y TECNOLOGIA	76,061.84	59,170.94	11,604.65	16,246.51	8,703.49	12,765.11	24,369.77	0.00	572.31	1,800.00	0.00	76,061.84
CD022	DECANO FACULTAD DE HUMANIDADES	77,058.90	49,477.54	11,604.65	16,246.51	8,703.49	12,765.12	24,369.77	250.00	1,319.36	1,800.00	0.00	77,058.90
CD027	CENTRO UNIV. DE CURSOS NO CURR.	84,232.86	38,833.81	11,604.65	16,246.51	8,703.49	17,406.98	26,590.70	250.00	1,530.53	1,800.00	0.00	84,232.86

Lic. Raúl Octavio Salazar Martínez
Jefe Depto. de Recursos Humanos

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

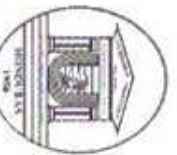
Lic. Carmen Isolina Lopez Yépez
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD0028	CENTRO UNIV. STA CEIBA	67,366.28	54,451.98	11,604.65	16,246.51	7,543.02	3,481.40	26,690.70	0.00	0.00	1,800.00	0.00	67,366.28
CD0029	CENTRO UNIV. STA ROSA COPAN	84,839.99	71,110.46	11,604.65	16,246.51	8,703.49	17,406.98	26,690.70	250.00	2,137.66	1,800.00	0.00	84,839.99
CD0031	DIRECTOR CENTRO INVEST. INNOV. EL PLANIFICACION Y	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	1,800.00	0.00	63,501.91
CD0032	DIRECTOR DE EXTENSION	65,045.35	50,816.56	11,604.65	18,567.44	9,863.95	3,481.40	19,727.91	0.00	0.00	1,800.00	0.00	65,045.35
CD0034	DIRECTOR DE EVALUACION DESARROLLO	77,430.84	49,433.16	11,604.65	18,567.44	8,703.49	15,086.05	19,727.91	250.00	1,691.30	1,800.00	0.00	77,430.84
CD0035	DIRECTOR DE CURRICULAR SERVICIOS	69,991.84	34,652.62	11,604.65	16,246.51	8,703.49	10,444.18	19,727.91	250.00	1,215.10	1,800.00	0.00	69,991.84
CD0036	ESTUDIANTE DEPARTAMENTO	60,403.49	32,622.20	11,604.65	16,246.51	7,543.02	3,481.40	19,727.91	0.00	0.00	1,800.00	0.00	60,403.49
CD0038	DEPARTAMENTO DE REGISTRO.	77,840.64	69,729.24	11,604.65	16,246.51	8,703.49	17,406.98	19,727.91	250.00	2,101.10	1,800.00	0.00	77,840.64
CD0039	DIRECTOR DE POST GRADO	55,808.78	46,417.01	11,604.65	16,246.51	7,543.02	1,740.70	16,826.74	0.00	47.16	1,800.00	0.00	55,808.78
CD0041	FORMAC. INICIAL DOC	60,351.14	36,987.63	11,604.65	18,567.44	6,382.56	1,740.70	19,727.90	0.00	527.89	1,800.00	0.00	60,351.14
CD0042	TECNOLOGIAS DE INFORM	70,027.10	45,227.70	11,604.65	18,567.44	8,703.49	8,123.26	19,727.90	0.00	1,500.36	1,800.00	0.00	70,027.10
CD0044	COORD. ASUNT. ACAD EMICOS RECTORIA	57,502.33	41,691.84	11,604.65	16,246.51	6,382.56	1,740.70	19,727.91	0.00	0.00	1,800.00	0.00	57,502.33
CD0045	TECNICO ACADEM. CUR.	62,476.53	191.04	11,604.65	0.00	9,863.95	17,406.97	19,727.90	250.00	1,823.06	1,800.00	0.00	62,476.53
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD0047	TECNICO ACADEM. CUR.	54,020.92	41,171.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

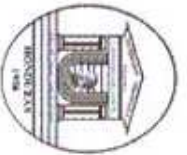
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
	COORDINADOR DE												
CD048	UMCE	54,491.73	18,978.99	11,604.65	12,068.84	7,543.02	8,123.26	12,184.88	0.00	1,167.08	1,800.00	0.00	54,491.73
	FACULTAD CIENCIA												
CD051	TECNOLOGIA	69,129.95	44,886.88	11,604.65	16,246.51	9,863.95	10,444.19	17,987.21	0.00	1,183.44	1,800.00	0.00	69,129.95
	FACULTAD												
CD052	HUMANIDADES	67,969.48	45,255.51	11,604.65	16,246.51	8,703.49	10,444.18	17,987.21	0.00	1,183.44	1,800.00	0.00	67,969.48
	CENT. INV. INNOVE												
CD056	DENTAL	63,907.86	39,877.87	11,604.65	16,246.51	8,703.49	8,123.26	16,246.51	0.00	1,183.44	1,800.00	0.00	63,907.86
	DEPARTAMENTO												
CD061	MATEMATICAS	64,465.11	57,582.90	11,604.65	16,246.51	7,543.02	10,444.19	16,826.74	0.00	0.00	1,800.00	0.00	64,465.11
	DEPARTAMENTO												
CD062	COMERCIALES	58,662.79	46,757.38	11,604.65	16,246.51	8,703.49	3,481.40	16,826.74	0.00	0.00	1,800.00	0.00	58,662.79
	DEPARTAMENTO												
CD063	SOCIALES	72,106.92	30,593.22	11,604.65	16,246.51	6,382.56	17,406.98	16,826.74	250.00	1,589.48	1,800.00	0.00	72,106.92
	DEPARTAMENTO												
CD064	NATURALES	59,823.24	35,664.38	11,604.65	16,246.51	7,543.02	5,802.32	16,826.74	0.00	0.00	1,800.00	0.00	59,823.24
	DEPARTAMENTO												
CD065	LETRAS	63,304.65	33,421.96	11,604.65	18,567.44	8,703.49	5,802.33	16,826.74	0.00	0.00	1,800.00	0.00	63,304.65
	DEPARTAMENTO												
CD066	TECNICA	65,593.53	45,436.50	11,604.65	16,246.51	7,543.02	10,444.18	16,826.74	0.00	1,128.43	1,800.00	0.00	65,593.53
	DEPARTAMENTO												
CD067	TECN.ALIM.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	1,800.00	0.00	61,424.17
	DEPARTAMENTO												
CD068	EDUCACION FISICA	58,742.58	21,706.30	11,604.65	16,246.51	7,543.02	3,481.40	16,826.74	250.00	990.26	1,800.00	0.00	58,742.58
	DEPARTAMENTO												
CD069	CIENCIAS/EDUCACI	67,285.50	25,957.92	11,604.65	16,246.51	8,703.49	10,444.19	16,826.74	250.00	1,409.92	1,800.00	0.00	67,285.50
	DEPARTAMENTO												
DD070	AREA PEDAGOGICA	58,596.51	10,089.11	11,604.65	12,068.84	7,543.02	8,123.26	16,826.74	0.00	630.00	1,800.00	0.00	58,596.51
	DEPARTAMENTO												
CD074	RECURSOS HUMANOS	70,250.57	23,578.33	11,604.65	12,068.84	8,703.49	17,406.98	16,826.74	250.00	1,589.87	1,800.00	0.00	70,250.57

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

L. C. Cristóbal Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L. C. Carmen Soledad Lopez Vega
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD0074	DEPARTAMENTO TECNOLOG.EDU DEPTO.PROTOCOLO	63,765.54	38,761.07	11,604.65	18,567.44	7,543.02	8,123.26	15,086.05	0.00	1,041.12	1,800.00	0.00	63,765.54
CD0075	Y CLEROMON DEPTO.DESARROLI	63,317.01	46,586.81	11,604.65	12,068.84	6,382.56	12,765.11	16,826.74	250.00	1,619.11	1,800.00	0.00	63,317.01
CD0076	O PROFESIO CENTRO	60,825.55	47,230.51	11,604.65	16,246.51	7,543.02	5,802.33	16,826.74	0.00	1,002.30	1,800.00	0.00	60,825.55
CD0081	UNIVERSITARIO(CU CENTRO	61,405.79	53,240.26	11,604.65	16,246.51	8,703.49	5,802.33	16,246.51	0.00	1,002.30	1,800.00	0.00	61,405.79
CD0081	UNIVERSITARIO(CU CENTRO	55,181.39	46,203.93	11,604.65	16,246.51	7,543.02	1,740.70	16,246.51	0.00	0.00	1,800.00	0.00	55,181.39
CD0084	COORDINADOR PUBLICACIONES ASUNTOS	49,843.26	27,252.57	11,604.65	12,068.84	7,543.02	1,740.70	15,086.05	0.00	0.00	1,800.00	0.00	49,843.26
CD0085	RECTORIA CENTRO	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	1,800.00	0.00	50,423.49
CD0087	INV.INM.EDUCI PLAT.EDUC.VIRTUA	55,081.86	37,962.29	11,604.65	12,068.84	7,543.02	5,802.33	15,666.28	0.00	596.74	1,800.00	0.00	55,081.86
CD0088	L TECN.ASUNTOS	47,828.13	32,755.33	11,604.65	12,068.84	0.00	1,740.70	15,086.05	0.00	527.89	1,800.00	0.00	47,828.13
CD0089	VRAD TECN.ASUNTOS	69,389.52	22,986.82	11,604.65	16,246.51	9,863.95	12,765.11	15,086.05	250.00	1,773.25	1,800.00	0.00	69,389.52
CD0089	VRAD TECN.ASUNTOS	56,106.48	39,363.70	11,604.65	12,068.84	6,382.56	8,123.26	15,086.05	0.00	1,041.12	1,800.00	0.00	56,106.48
CD0090	VRAC TECN.ASUNTOS	66,138.21	41,713.41	11,604.65	18,567.44	7,543.02	10,444.18	15,086.05	0.00	1,092.87	1,800.00	0.00	66,138.21
CD0090	VRAC TECN.ASUNTOS	60,718.08	39,414.60	11,604.65	16,246.51	9,863.95	5,802.32	15,086.05	0.00	314.60	1,800.00	0.00	60,718.08
CD0090	VRAC ASISTENTE TECNICO	44,020.93	37,148.20	11,604.65	16,246.51	7,543.02	1,740.70	15,086.05	0.00	0.00	1,800.00	0.00	54,020.93
CD0091	TECNICO	38,518.84	18,178.02	11,604.65	16,246.51	7,543.02	8,123.26	12,184.88	0.00	1,010.92	1,800.00	0.00	58,513.24

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




Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

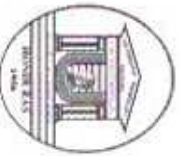



Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo




Lic. Carmen Dolma López Veza
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

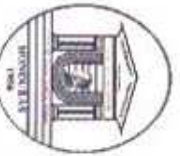
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD091	ASISTENTE TECNICO	62,911.48	47,792.01	11,604.65	16,246.51	8,703.49	10,444.18	12,184.88	250.00	1,677.77	1,800.00	0.00	62,911.48
CD091	ASISTENTE TECNICO	59,397.69	38,482.38	11,604.65	16,246.51	8,703.49	8,123.26	12,184.88	0.00	734.90	1,800.00	0.00	59,397.69
CD091	ASISTENTE TECNICO	53,205.31	13,994.70	11,604.65	12,058.84	6,382.56	8,123.26	12,184.88	0.00	1,041.12	1,800.00	0.00	53,205.31
CD091	ASISTENTE TECNICO	51,699.99	46,544.44	11,604.65	16,246.51	6,382.56	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	51,699.99
CD091	ASISTENTE TECNICO	55,906.87	30,915.88	11,604.65	16,246.51	7,543.02	5,802.32	12,184.88	0.00	725.49	1,800.00	0.00	55,906.87
CD091	ASISTENTE TECNICO	41,836.04	26,057.76	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	1,800.00	0.00	41,836.04
CD091	ASISTENTE TECNICO	41,836.04	32,135.48	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	1,800.00	0.00	41,836.04
CD091	ASISTENTE TECNICO	41,836.04	30,321.44	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	1,800.00	0.00	41,836.04
CD091	ASISTENTE TECNICO	41,836.04	30,258.16	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	1,800.00	0.00	41,836.04
CD091	ASISTENTE TECNICO	49,997.40	22,606.13	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	38.10	1,800.00	0.00	49,997.40
CD091	ASISTENTE TECNICO	51,119.76	28,090.42	11,604.65	16,246.51	7,543.02	1,740.70	12,184.88	0.00	0.00	1,800.00	0.00	51,119.76
CD091	ASISTENTE TECNICO	49,959.30	26,987.24	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	1,800.00	0.00	49,959.30
CD091	ASISTENTE TECNICO	48,218.60	28,536.11	11,604.65	16,246.51	6,382.56	0.00	12,184.88	0.00	0.00	1,800.00	0.00	48,218.60
CD091	ASISTENTE TECNICO	53,715.52	23,487.90	11,604.65	16,246.51	7,543.02	3,481.39	12,184.88	0.00	855.07	1,800.00	0.00	53,715.52
CD091	ASISTENTE TECNICO	53,162.49	31,966.23	11,604.65	16,246.51	7,543.02	3,481.39	12,184.88	0.00	302.04	1,800.00	0.00	53,162.49

L.c. Rauli Octavio Tutors Barahona
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutierrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Soledad Lopez Verea
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

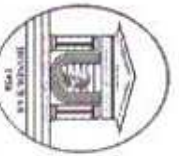
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD0091	ASISTENTE TECNICO	49,959.30	41,216.97	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	1,800.00	0.00	49,959.30
CD0091	ASISTENTE TECNICO	52,280.23	33,147.18	11,604.65	16,246.51	8,703.49	1,740.70	12,184.88	0.00	0.00	1,800.00	0.00	52,280.23
CD0091	ASISTENTE TECNICO	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	1,800.00	0.00	49,959.30
CD0093	ASIST. TECN. ASUNT. ACADEM. CUED TECNICO	53,760.89	31,585.50	11,604.65	12,068.84	6,382.56	5,802.32	15,086.05	0.00	1,016.47	1,800.00	0.00	53,760.89
CD0094	SECRETARIA TECNICO	46,942.10	30,760.38	11,604.65	12,068.84	6,382.56	1,740.70	13,345.35	0.00	0.00	1,800.00	0.00	46,942.10
CD0094	SECRETARIA TECNICO	44,737.21	31,285.23	11,604.65	16,246.51	0.00	1,740.70	13,345.35	0.00	0.00	1,800.00	0.00	44,737.21
CD0095	ASIST. TECN. VICE RECT. INV. POSTG	55,761.62	25,778.94	11,604.65	16,246.51	7,543.02	3,481.39	15,086.05	0.00	0.00	1,800.00	0.00	55,761.62
CD0096	JEFE DE SECCION DE MATEMATICAS	63,029.04	46,307.14	11,604.65	16,246.51	9,863.95	10,444.18	11,604.65	250.00	1,215.10	1,800.00	0.00	63,029.04
CD0097	JEFL DE SECCION DE COMERCIALES	53,440.69	35,498.28	11,604.65	16,246.51	8,703.49	3,481.39	11,604.65	0.00	0.00	1,800.00	0.00	53,440.69
CD0098	JEFE DE SECCION DE SOCIALES	50,539.53	43,654.91	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	1,800.00	0.00	50,539.53
CD0099	JEFE DE SECCION DE NATURALES	58,080.11	47,643.95	11,604.65	12,068.84	8,703.49	10,444.18	11,604.65	250.00	1,604.30	1,800.00	0.00	58,080.11
CD100	JEFE DE SECCION DE LETRAS	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	1,800.00	0.00	58,074.74
CD103	DE EDUCACION 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	1,800.00	0.00	58,244.87
CD104	DE CIENCIAS/EDUCACION	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	1,800.00	0.00	47,707.20
CD104	DE CIENCIAS/EDUCACION	27,767.89	11,604.65	11,604.65	12,068.84	0.00	0.00	11,604.65	0.00	0.00	1,800.00	0.00	37,078.14

L. c. Raúl Octavio Talledo Rodríguez
Jefe Depto. De Recursos Humanos

Lic. Carlos Espinoza Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberko Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

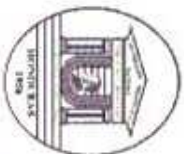
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Scr.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD113	DEPARTAMENTO MATEMATICAS	49,959.30	38,491.66	11,604.65	16,246.51	7,543.02	1,740.70	11,024.42	0.00	0.00	1,800.00	0.00	49,959.30
CD112	DEPARTAMENTO COMERCIALES	52,093.80	27,289.30	11,604.65	16,246.51	8,703.49	3,481.40	11,024.42	0.00	133.33	1,800.00	0.00	52,993.80
CD114	DEPARTAMENTO MAIURALES	57,287.50	38,839.95	11,604.65	16,246.51	7,543.02	8,123.26	11,024.42	0.00	945.64	1,800.00	0.00	57,287.50
CD115	DEPARTAMENTO LETRAS	48,264.88	12,524.91	11,604.65	12,068.84	0.00	10,444.19	11,024.42	250.00	1,072.78	1,800.00	0.00	48,264.88
CD116	DEPARTAMENTO TECNICA INDUSTRIAL	48,836.94	28,695.98	11,604.65	16,246.51	6,382.56	1,740.70	11,024.42	0.00	38.10	1,800.00	0.00	48,836.94
CD117	DEPARTAMENTO TECALIA 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	1,800.00	0.00	59,940.96
CD118	DEPARTAMENTO EDUCACION FISICA	57,874.43	37,463.79	11,604.65	16,246.51	6,382.56	10,444.19	11,024.42	0.00	372.10	1,800.00	0.00	57,874.43
CD118	DEPARTAMENTO EDUCACION FISICA	56,341.86	38,087.90	11,604.65	16,246.51	9,863.95	5,802.33	11,024.42	0.00	0.00	1,800.00	0.00	56,341.86
CD119	DEPARTAMENTO CIENCIAS/EDUCAC.	53,361.63	39,993.29	11,604.65	16,246.51	6,382.56	5,802.33	11,024.42	0.00	501.16	1,800.00	0.00	53,361.63
CD120	DEPARTAMENTO ARTE	44,712.60	35,093.77	11,604.65	12,068.84	6,382.56	1,740.70	11,024.42	0.00	91.43	1,800.00	0.00	44,712.60
CD126	DOCENTE (PRESENCIAL)	61,717.36	27,897.89	11,604.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,760.14	1,800.00	0.00	61,717.36
CD136	JEFE DE TALLER DE METALES	61,858.93	32,031.13	11,604.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,901.71	1,800.00	0.00	61,858.93
CD137	JEP. DE TALLER DE ELECTRICIDAD	63,618.44	41,676.36	11,604.65	16,246.51	6,382.56	17,406.98	8,123.26	250.00	1,804.48	1,800.00	0.00	63,618.44
CD138	JEFE DE TALLER DE MADURACION PEDAGOGICA NACIONAL	48,365.95	43,900.76	11,604.65	16,246.51	6,382.56	3,481.40	8,123.26	0.00	727.57	1,800.00	0.00	48,365.95
CD139	LABORATORIO MATERIA	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	1,800.00	0.00	47,638.38

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

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

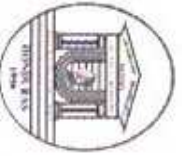
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD141	LABORATORIO DE COMERCIALES	47,638.37	18,514.59	11,604.65	16,246.51	6,382.56	3,481.39	8,123.26	0.00	0.00	1,800.00	0.00	47,638.37
CD141	LABORATORIO DE COMERCIALES	47,058.14	27,337.17	11,604.65	16,246.51	7,543.02	1,740.70	8,123.26	0.00	0.00	1,800.00	0.00	47,058.14
CD142	COORD. LAB. MEDICI NA DEL DEPORTE	69,738.20	26,490.53	11,604.65	16,246.51	12,184.88	17,406.97	8,123.26	250.00	2,121.93	1,800.00	0.00	69,738.20
CD142	COORD. LAB. MEDICI NA DEL DEPORTE	41,720.01	36,698.81	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	1,800.00	0.00	41,720.01
CD150	INFORMAL. EDUCACI IV	56,096.62	45,252.65	11,604.65	16,246.51	8,703.49	8,123.26	8,123.26	0.00	1,495.45	1,800.00	0.00	56,096.62
CD151	DE MATEMATICAS DE COMERCIAL	52,280.22	29,857.45	11,604.65	16,246.51	7,543.02	3,481.39	11,604.65	0.00	0.00	1,800.00	0.00	52,280.22
CD152	JEFE DE SECCION DE ALES	50,539.53	30,375.14	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	1,800.00	0.00	50,539.53
CD153	JEFE DE SECCION DE SOCIALES 5	56,618.52	45,339.49	11,604.65	16,246.51	8,703.49	5,802.33	11,604.65	0.00	856.89	1,800.00	0.00	56,618.52
CD154	JEFE DE SECCION DE NATURALES ES	46,482.84	8,092.45	11,604.65	12,068.84	0.00	8,123.26	11,604.65	0.00	1,281.44	1,800.00	0.00	46,482.84
CD155	JEFE DE SECCION DE LETRAS Y L	50,539.53	17,251.29	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	1,800.00	0.00	50,539.53
CD157	DE DE TECALUM TE HOGAR	49,417.17	23,071.47	11,604.65	16,246.51	6,382.56	1,740.70	11,604.65	0.00	38.10	1,800.00	0.00	49,417.17
CD158	DE DE EDUCACION FON FISICA	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	1,800.00	0.00	52,280.23
CD170	COORDINADOR DE SEDE CHOLUTECA	41,720.01	18,195.75	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	1,800.00	0.00	41,720.01
CD180	COORD. CARRERA TECNICA INDUSTRI.	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	1,800.00	0.00	46,516.00
CD181	CARRERA EDUCACION	22,834.04	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	0.00	0.00	1,800.00	0.00	45,317.44

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

Lic. Carlos Humberto Gutierrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Dolores Lopez Vaca
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

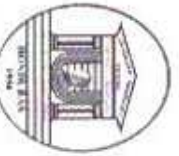
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD182	COORDINADOR DE CARRERA ESPAÑOL	45,317.44	32,516.52	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	0.00	1,800.00	0.00	45,317.44
CD183	COORDINADOR DE CARRERA INGLESE	53,885.22	28,704.17	11,604.65	16,246.51	7,543.02	8,123.26	7,543.02	0.00	1,024.76	1,800.00	0.00	53,885.22
CD183	COORDINADOR DE CARRERA INGLES	44,304.87	17,516.99	11,604.65	12,068.84	7,543.02	3,481.40	7,543.02	0.00	263.94	1,800.00	0.00	44,304.87
CD184	CARRERA ADMON. EDUCATIVA	51,039.53	31,685.69	11,604.65	18,567.44	8,703.49	3,481.39	6,382.56	0.00	500.00	1,800.00	0.00	51,039.53
CD185	CARRERA ORIENTACION	52,839.27	14,685.61	11,604.65	16,246.51	7,543.02	8,123.26	6,382.56	0.00	1,139.27	1,800.00	0.00	52,839.27
CD186	CARRERA PREESCOLAR	44,156.98	26,537.10	11,604.65	16,246.51	6,382.56	1,740.70	6,382.56	0.00	0.00	1,800.00	0.00	44,156.98
CD190	COORDINADOR AUDIOVISUALES	33,596.75	30,734.01	11,604.65	12,068.84	0.00	0.00	8,123.26	0.00	0.00	1,800.00	0.00	33,596.75
CD202	ASUNTOS ADTIVOS CUR	52,860.45	31,101.38	11,604.65	16,246.51	7,543.02	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	52,860.45
CD206	COORD. CARRERA EDUC.COMERCIAL	47,058.14	21,547.29	11,604.65	16,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	1,800.00	0.00	47,058.14
CD207	COORD. CARRERA TURISM Y HOSITL	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	1,800.00	0.00	47,058.14
CD300	COORDINADOR DE PROGRAMA	76,726.51	37,201.23	11,604.65	12,068.84	9,863.95	17,406.97	21,468.60	250.00	2,263.50	1,800.00	0.00	76,726.51
CD300	COORDINADOR DE PROGRAMA	64,190.38	2,835.38	11,604.65	12,068.84	7,543.02	8,123.26	21,468.60	0.00	1,582.01	1,800.00	0.00	64,190.38
CG003	COORDINADOR GRUPO MUSICAL	14,879.89	13,604.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,871.88	30,751.77
CH001	COORD. MANTENIM IENTO VEHICULAR	19,668.08	5,093.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,668.08
CH002	COORDINADOR ADMINISTRATIVO	12,418.09	12,650.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,418.09

Lic. Raúl Octavio López Bertrán
Jefe Depto. De Recursos Humanos

Lic. Carlos Roberto López Vives
Tesorero General de la UPFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

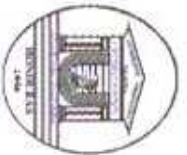
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CN003	CONTADOR II	13,531.79	7,416.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,531.79
CN003	CONTADOR II	13,132.08	10,977.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,132.08
CN003	CONTADOR II	11,679.40	10,483.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,679.40
CO002	CONSERV. I	17,220.87	11,480.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,220.87
CO002	CONSERV. I	17,076.73	1,020.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,076.73
CO002	CONSERV. I	17,461.84	10,439.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,461.84
CO002	CONSERV. I	17,545.52	14,685.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,715.22	36,260.74
CO002	CONSERV. I	9,397.12	3,463.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CO002	CONSERV. I	8,489.28	3,679.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CO002	CONSERV. I	10,000.00	1,571.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00
CO002	CONSERV. I	11,206.80	7,137.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,206.80
CO002	CONSERV. I	11,493.49	1,993.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,493.49
CO002	CONSERV. I	11,111.38	2,718.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,111.38
CO002	CONSERV. I	10,180.87	7,460.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,180.87
CO002	CONSERV. I	9,397.12	1,319.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,144.17	17,541.29


 Lic. Rami Ochoa
 Jefe Depto. De Recursos Humanos


 Lic. Carlos Humberto Gutiérrez
 Tesorero General de la UPNFM


 Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo


 Lic. Carmen Soledad Lopez Vega
 Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

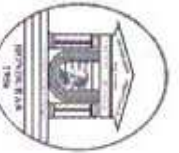
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CO002	CONSERJE	9,397.12	5,496.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CO002	CONSERJE	12,398.72	942.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,398.72
CO002	CONSERJE	10,771.28	8,538.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,771.28
CO002	CONSERJE	10,771.35	7,603.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,771.35
CO002	CONSERJE	10,766.69	2,260.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,766.69
CO002	CONSERJE	10,766.69	10,591.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,766.69
CO002	CONSERJE	10,661.35	7,037.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,372.11	22,033.46
CO002	CONSERJE	16,691.78	3,236.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,691.78
CO002	CONSERJE	16,236.88	8,060.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,319.34	33,556.22
CO002	CONSERJE	15,935.20	6,490.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,935.20
CO002	CONSERJE	13,965.38	3,217.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,965.38
CO002	CONSERJE	11,209.93	333.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,209.93
CO002	CATEDRATICO	38,186.26	14,379.47	11,604.65	12,068.84	6,382.56	5,802.32	0.00	0.00	527.89	1,800.00	0.00	38,186.26
CO002	TIEMPO COMPLETO	59,493.02	50,965.30	11,604.65	18,567.44	9,863.95	17,406.98	0.00	250.00	0.00	1,800.00	0.00	59,493.02
CO002	TIEMPO COMPLETO	59,529.97	44,798.06	11,604.65	16,996.51	9,863.95	17,406.98	0.00	250.00	2,357.88	1,800.00	0.00	59,529.97

L.C. Raúl Octavio Ramírez Guevarra
Jefe Depto. De Recursos Humanos

L.C. Carlos Rubén Gutiérrez
Jefe de Depto. de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

L.C. Carmen Jocelyn López Vera
Jefe de Depto. de Admon. General



PLANILLA DE PAGO MES DE FEBRERO DEL 2015

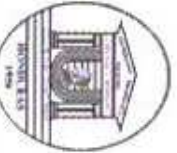
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	52,263.36	14,182.27	11,604.65	12,068.84	7,543.02	17,406.98	0.00	250.00	1,589.87	1,800.00	0.00	57,263.36
CT002	CATEDRATICO TIEMPO COMPLETO	59,498.51	17,337.07	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	2,326.42	1,800.00	0.00	59,498.51
CT002	CATEDRATICO TIEMPO COMPLETO	57,830.53	11,039.75	11,604.65	16,246.51	8,703.49	17,406.98	0.00	250.00	1,818.90	1,800.00	0.00	57,830.53
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	22,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	20,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,045.43	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	23,673.49	21,545.43	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	13,373.18	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	17,046.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
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	1,800.00	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	1,800.00	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	1,800.00	0.00	29,651.16
CT002	CATEDRATICO TIEMPO COMPLETO	36,033.72	29,503.94	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	26,029.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16

L. Raúl Octavio Martínez Hernández
Jefe Depto. De Recursos Humanos

Lic. Carlos Rubén Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

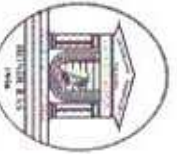
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	24,600.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	22,996.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	20,553.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	26,529.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CT002	TIEMPO COMPLETO CATEDRATICO	36,033.72	23,562.40	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
CT002	TIEMPO COMPLETO CATEDRATICO	36,033.72	26,818.56	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	22,596.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	24,444.78	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	24,770.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	14,306.97	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49

Lic. Rauli Octavio Flores
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Soñal López Vera
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CI002	TIEMPO COMPLETO	25,473.49	17,676.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRATICO													
CI002	TIEMPO COMPLETO	29,651.16	82.26	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CATEDRATICO													
CI002	TIEMPO COMPLETO	29,651.16	27,029.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CATEDRATICO													
CI002	TIEMPO COMPLETO	29,651.16	15,532.31	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CATEDRATICO													
CI002	TIEMPO COMPLETO	36,033.72	26,285.94	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
CATEDRATICO													
CI002	TIEMPO COMPLETO	25,473.49	15,325.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRATICO													
CI002	TIEMPO COMPLETO	36,033.72	18,565.89	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
CATEDRATICO													
CI002	TIEMPO COMPLETO	29,651.16	26,479.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CATEDRATICO													
CI002	TIEMPO COMPLETO	37,194.18	22,446.10	11,604.65	16,246.51	7,543.02	0.00	0.00	0.00	0.00	1,800.00	0.00	37,194.18
CATEDRATICO													
CI002	TIEMPO COMPLETO	27,214.19	15,524.05	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	27,214.19
CATEDRATICO													
CI002	TIEMPO COMPLETO	31,856.05	11,674.75	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	31,856.05
CATEDRATICO													
CI002	TIEMPO COMPLETO	31,856.05	20,408.14	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	31,856.05
CATEDRATICO													
CI002	TIEMPO COMPLETO	29,651.16	22,354.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CATEDRATICO													
CI002	TIEMPO COMPLETO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CATEDRATICO													
CI002	TIEMPO COMPLETO	33,596.75	24,926.79	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75

L. E. Raúl Octavio Flores Pazón
Jefe Depto. De Recursos Humanos

Lic. Carlos Furió de Guzmán
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarés Flores
Vice Rector Administrativo

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



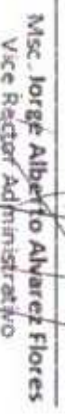
UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

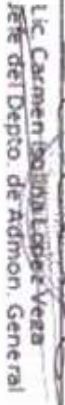
PLANILLA DE PAGO MES DE FEBRERO DEL 2015

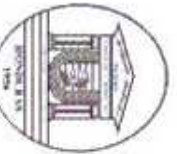
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	TIEMPO COMPLETO CATEDRÁTICO	31,391.86	20,148.03	11,604.65	16,246.51	0.00	1,740.70		0.00	0.00	1,800.00	0.00	31,391.86
CT002	TIEMPO COMPLETO CATEDRÁTICO	33,596.75	29,130.02	11,604.65	12,068.84	6,382.56	1,740.70		0.00	0.00	1,800.00	0.00	33,596.75
CT002	TIEMPO COMPLETO CATEDRÁTICO	37,774.42	34,038.48	11,604.65	16,246.51	6,382.56	1,740.70		0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRÁTICO	36,033.72	32,885.94	11,604.65	16,246.51	6,382.56	0.00		0.00	0.00	1,800.00	0.00	36,033.72
CT002	TIEMPO COMPLETO CATEDRÁTICO	37,774.42	24,711.03	11,604.65	16,246.51	6,382.56	1,740.70		0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRÁTICO	32,635.27	29,758.78	10,006.20	16,246.51	6,382.56	0.00		0.00	0.00	0.00	0.00	32,635.27
CT002	TIEMPO COMPLETO CATEDRÁTICO	25,473.49	23,046.93	11,604.65	12,068.84	0.00	0.00		0.00	0.00	1,800.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRÁTICO	33,596.75	25,929.02	11,604.65	12,068.84	6,382.56	1,740.70		0.00	0.00	1,800.00	0.00	33,596.75
CT002	TIEMPO COMPLETO CATEDRÁTICO	33,596.75	7,712.39	11,604.65	12,068.84	6,382.56	1,740.70		0.00	0.00	1,800.00	0.00	33,596.75
CT002	TIEMPO COMPLETO CATEDRÁTICO	27,214.19	14,297.45	11,604.65	12,068.84	0.00	1,740.70		0.00	0.00	1,800.00	0.00	27,214.19
CT002	TIEMPO COMPLETO CATEDRÁTICO	38,934.88	35,367.75	11,604.65	16,246.51	7,543.02	1,740.70		0.00	0.00	1,800.00	0.00	38,934.88
CT002	TIEMPO COMPLETO CATEDRÁTICO	41,255.81	23,234.34	11,604.65	18,567.44	7,543.02	1,740.70		0.00	0.00	1,800.00	0.00	41,255.81
CT002	TIEMPO COMPLETO CATEDRÁTICO	31,856.05	23,874.25	11,604.65	12,068.84	6,382.56	0.00		0.00	0.00	1,800.00	0.00	31,856.05
CT002	TIEMPO COMPLETO CATEDRÁTICO	31,391.86	27,627.03	11,604.65	16,246.51	0.00	1,740.70		0.00	0.00	1,800.00	0.00	31,391.86
CT002	TIEMPO COMPLETO CATEDRÁTICO	38,934.88	10,543.17	11,604.65	16,246.51	7,543.02	1,740.70		0.00	0.00	1,800.00	0.00	38,934.88


 L.C. Rogelio Octavio Rodríguez Rodríguez
 Jefe Depto. De Recursos Humanos


 Lic. Carlos Valderrama Gutiérrez
 Tesorero General de la UPNFM


 Misc. Jorge Alberto Álvarez Flores
 Vice Rector Administrativo


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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

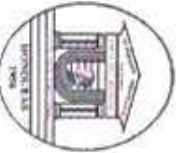
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	TIEMPO COMPLETO CATEDRATICO	33,596.75	30,650.02	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,196.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	38,934.88	21,568.25	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
CT002	TIEMPO COMPLETO CATEDRATICO	34,757.21	26,850.74	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	34,757.21
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	31,038.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	26,391.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	38,934.88	19,615.37	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	6,320.63	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	8,979.02	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	38,018.31	21,980.50	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	243.89	1,800.00	0.00	38,018.31
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	28,597.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	38,934.88	31,796.11	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
CT002	TIEMPO COMPLETO CATEDRATICO	38,934.88	23,710.93	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	21,333.94	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	34,038.48	11,604.65	16,246.51	5,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42

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

Lic. Celso Humberto Gutiérrez
Tesorero General de la UPNRM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lic. Carmen Soledad Lozano Vega
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

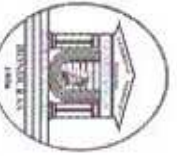
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	31,391.86	13,461.23	11,604.65	16,246.51	0.00	1,740.70		0.00	0.00	1,800.00	0.00	31,391.86
CT002	CATEDRÁTICO TIEMPO COMPLETO	33,596.75	9,522.97	11,604.65	12,068.84	6,382.56	1,740.70		0.00	0.00	1,800.00	0.00	33,596.75
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	1,800.00	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	1,800.00	0.00	37,774.42
CT002	CATEDRÁTICO TIEMPO COMPLETO	38,934.88	18,957.20	11,604.65	16,246.51	7,543.02	1,740.70		0.00	0.00	1,800.00	0.00	38,934.88
CT002	CATEDRÁTICO TIEMPO COMPLETO	28,954.88	12,745.43	11,604.65	12,068.84	0.00	3,481.39		0.00	0.00	1,800.00	0.00	28,954.88
CT002	CATEDRÁTICO TIEMPO COMPLETO	41,836.05	14,777.43	11,604.65	16,246.51	8,703.49	3,481.40		0.00	0.00	1,800.00	0.00	41,836.05
CT002	CATEDRÁTICO TIEMPO COMPLETO	39,515.11	26,029.91	11,604.65	16,246.51	6,382.56	3,481.39		0.00	0.00	1,800.00	0.00	39,515.11
CT002	CATEDRÁTICO TIEMPO COMPLETO	35,337.44	14,718.44	11,604.65	12,068.84	6,382.56	3,481.39		0.00	0.00	1,800.00	0.00	35,337.44
CT002	CATEDRÁTICO TIEMPO COMPLETO	43,043.67	30,063.70	11,604.65	16,246.51	7,543.02	5,802.33		0.00	0.00	1,800.00	0.00	43,043.67
CT002	CATEDRÁTICO TIEMPO COMPLETO	33,712.79	30,311.93	11,604.65	18,567.44	0.00	1,740.70		0.00	0.00	1,800.00	0.00	33,712.79
CT002	CATEDRÁTICO TIEMPO COMPLETO	33,596.75	186.09	11,604.65	12,068.84	6,382.56	1,740.70		0.00	0.00	1,800.00	0.00	33,596.75
CT002	CATEDRÁTICO TIEMPO COMPLETO	33,870.33	30,901.03	11,604.65	12,068.84	6,382.56	1,740.70		0.00	0.00	1,800.00	0.00	33,870.33
CT002	CATEDRÁTICO TIEMPO COMPLETO	38,972.98	34,482.71	11,604.65	16,246.51	7,543.02	1,740.70		0.00	0.00	1,800.00	0.00	38,972.98
CT002	CATEDRÁTICO TIEMPO COMPLETO	29,035.15	11,604.65	11,604.65	16,246.51	6,382.56	1,740.70		0.00	0.00	1,800.00	0.00	37,812.52

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

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

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

[Signature]
Lic. Carmelo Sojima López Vera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

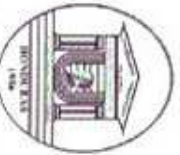
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO CALIDRATICO	40,675.57	26,590.84	11,604.65	16,246.51	7,543.02	3,481.39	0.00	0.00	0.00	1,800.00	0.00	40,675.57
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	35,337.45	26,405.11	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	35,337.45
CT002	CATEDRATICO TIEMPO COMPLETO CALIDRATICO	33,634.85	21,219.01	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	38.10	1,800.00	0.00	33,634.85
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	37,812.52	26,934.94	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	38.10	1,800.00	0.00	37,812.52
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	49,959.30	38,986.01	11,604.65	16,246.51	7,543.02	12,765.12	0.00	0.00	0.00	1,800.00	0.00	49,959.30
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	43,000.65	20,660.99	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	4.14	1,800.00	0.00	43,000.65
CT002	CATEDRATICO TIEMPO COMPLETO CALIDRATICO	39,515.12	32,602.12	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	31,391.86	16,717.39	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,391.86
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	37,774.42	33,483.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	CATEDRATICO TIEMPO COMPLETO CALIDRATICO	39,515.12	28,396.12	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	35,453.49	32,303.58	11,604.65	18,567.44	0.00	3,481.40	0.00	0.00	0.00	1,800.00	0.00	35,453.49
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	39,515.12	26,426.10	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	36,497.90	24,468.82	11,604.65	12,068.84	7,543.02	3,481.39	0.00	0.00	0.00	1,800.00	0.00	36,497.90
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	35,337.45	26,484.27	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	35,337.45
CT002	CATEDRATICO TIEMPO COMPLETO CATEDRATICO	37,774.42	24,327.76	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42

L.C. Fabián Octavio Rodríguez López
Jefe Depto. De Recursos Humanos

L.C. Carmen Rosalina López Vega
Jefe del Depto. de Admón. General

L.C. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

L.C. Humberto Gutierrez
Tesorero General de la UPNFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

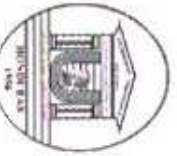
PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	TIEMPO COMPLETO CATEDRATICO	28,992.99	10,764.85	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	38.10	1,800.00	0.00	28,992.99
CT002	TIEMPO COMPLETO CATEDRATICO	34,757.21	21,377.74	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	34,757.21
CT002	TIEMPO COMPLETO CATEDRATICO	34,795.31	19,791.96	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	38.10	1,800.00	0.00	34,795.31
CT002	TIEMPO COMPLETO CATEDRATICO	36,497.91	2,972.64	11,604.65	12,068.84	7,543.02	3,481.40	0.00	0.00	0.00	1,800.00	0.00	36,497.91
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	27,350.24	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	37,908.38	26,532.36	11,604.65	12,068.84	8,703.49	3,481.40	0.00	0.00	250.00	1,800.00	0.00	37,908.38
CT002	TIEMPO COMPLETO CATEDRATICO	40,095.35	36,167.93	11,604.65	16,246.51	8,703.49	1,740.70	0.00	0.00	0.00	1,800.00	0.00	40,095.35
CT002	TIEMPO COMPLETO CATEDRATICO	37,908.38	28,719.23	11,604.65	12,068.84	8,703.49	3,481.40	0.00	0.00	250.00	1,800.00	0.00	37,908.38
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	29,990.80	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CT002	TIEMPO COMPLETO CATEDRATICO	40,713.68	31,450.00	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	38.10	1,800.00	0.00	40,713.68
CT002	TIEMPO COMPLETO CATEDRATICO	38,274.42	30,113.78	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	500.00	1,800.00	0.00	38,274.42
CT002	TIEMPO COMPLETO CATEDRATICO	33,898.79	26,140.59	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	302.04	1,800.00	0.00	33,898.79
CT002	TIEMPO COMPLETO CATEDRATICO	42,099.98	23,642.47	11,604.65	16,246.51	8,703.49	3,481.39	0.00	0.00	263.94	1,800.00	0.00	42,099.98
CT002	TIEMPO COMPLETO CATEDRATICO	35,337.45	7,928.48	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	35,337.45
CT002	TIEMPO COMPLETO CATEDRATICO	34,440.92	25,972.99	11,604.65	12,068.84	8,703.49	0.00	0.00	0.00	263.94	1,800.00	0.00	34,440.92

L.K. Raut Octavio Flores
Jefe Depto. De Recursos Humanos

Lic. Carmen Lobera Vez
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

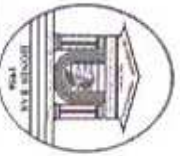
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	29,482.78	11,442.79	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	527.89	1,800.00	0.00	29,482.78
CT002	CATEDRATICO TIEMPO COMPLETO	42,996.50	38,737.23	11,604.65	16,246.51	7,543.02	5,802.32	0.00	0.00	0.00	1,800.00	0.00	42,996.50
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	8,481.84	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CT002	CATEDRATICO TIEMPO COMPLETO	46,806.55	42,225.46	11,604.65	16,246.51	6,382.56	10,444.19	0.00	0.00	328.64	1,800.00	0.00	46,806.55
CT002	CATEDRATICO TIEMPO COMPLETO	35,837.44	21,017.44	11,604.65	12,068.84	6,382.56	3,481.39	0.00	0.00	500.00	1,800.00	0.00	35,837.44
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	20,773.21	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	CATEDRATICO TIEMPO COMPLETO	31,391.86	24,889.03	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,391.86
CT002	CATEDRATICO TIEMPO COMPLETO	31,641.86	20,377.13	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	250.00	1,800.00	0.00	31,641.86
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.11	19,616.79	11,604.65	16,246.51	6,382.56	3,481.39	0.00	0.00	0.00	1,800.00	0.00	39,515.11
CT002	CATEDRATICO TIEMPO COMPLETO	40,095.35	28,335.72	11,604.65	18,567.44	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	40,095.35
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	1,800.00	0.00	38,076.46
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	527.89	1,800.00	0.00	27,742.08
CT002	CATEDRATICO TIEMPO COMPLETO	56,761.63	51,389.25	11,604.65	18,567.44	6,382.56	17,406.98	0.00	0.00	1,000.00	1,800.00	0.00	56,761.63
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	22,876.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	35,838.60	7,519.38	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	501.15	1,800.00	0.00	35,838.60

Lc. Raúl Octavio Pérez Rodríguez
Jefe Depto. de Recursos Humanos

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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



PLANILLA DE PAGO MES DE FEBRERO DEL 2015

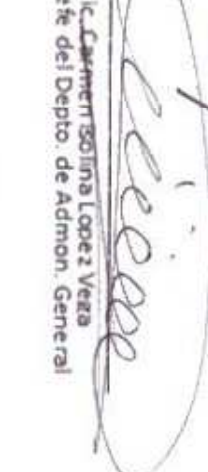
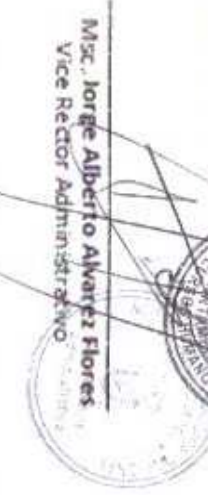
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	22,704.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CT002	TIEMPO COMPLETO CATEDRATICO	35,601.39	10,072.06	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	263.94	1,800.00	0.00	35,601.39
CT002	TIEMPO COMPLETO CATEDRATICO	44,684.87	3,022.51	11,604.65	16,246.51	8,703.49	5,802.33	0.00	0.00	527.89	1,800.00	0.00	44,684.87
CT002	TIEMPO COMPLETO CATEDRATICO	37,922.31	5,283.67	11,604.65	12,068.84	6,382.56	5,802.32	0.00	0.00	263.94	1,800.00	0.00	37,922.31
CT002	TIEMPO COMPLETO CATEDRATICO	45,845.32	26,353.42	11,604.65	18,567.44	7,543.02	5,802.32	0.00	0.00	527.89	1,800.00	0.00	45,845.32
CT002	TIEMPO COMPLETO CATEDRATICO	43,263.18	17,583.97	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	266.67	1,800.00	0.00	43,263.18
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	28,958.78	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CT002	TIEMPO COMPLETO CATEDRATICO	43,851.58	25,203.24	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	855.07	1,800.00	0.00	43,851.58
CT002	TIEMPO COMPLETO CATEDRATICO	41,175.58	30,394.70	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	500.00	1,800.00	0.00	41,175.58
CT002	TIEMPO COMPLETO CATEDRATICO	43,993.90	40,039.40	11,604.65	16,246.51	9,863.95	3,481.40	0.00	0.00	997.39	1,800.00	0.00	43,993.90
CT002	TIEMPO COMPLETO CATEDRATICO	42,691.12	36,197.10	11,604.65	18,567.44	6,382.56	3,481.40	0.00	0.00	855.07	1,800.00	0.00	42,691.12
CT002	TIEMPO COMPLETO CATEDRATICO	47,661.35	14,831.42	11,604.65	16,246.51	8,703.49	8,123.26	0.00	0.00	1,183.44	1,800.00	0.00	47,661.35
CT002	TIEMPO COMPLETO CATEDRATICO	17,700.65	16,045.35	11,604.65	0.00	0.00	3,481.40	0.00	0.00	814.60	1,800.00	0.00	17,700.65
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	1,800.00	0.00	54,474.82
CT002	TIEMPO COMPLETO CATEDRATICO	26,513.50	11,604.65	11,604.65	16,246.51	0.00	12,765.12	0.00	0.00	605.52	1,800.00	0.00	43,021.80

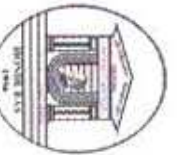
Lic. Renato Tullio de la Cruz
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

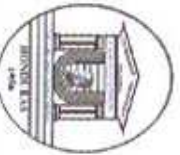
Puesto	Descripcion	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	47,005.80	36,688.82	11,604.65	18,567.44	11,024.42	3,481.40		0.00	527.89	1,800.00	0.00	47,005.80
CT002	CATEDRATICO TIEMPO COMPLETO	42,859.32	15,617.32	11,604.65	16,246.51	6,382.56	5,802.33		0.00	1,023.27	1,800.00	0.00	42,859.32
CT002	CATEDRATICO TIEMPO COMPLETO	48,798.84	17,901.01	11,604.65	18,567.44	8,703.49	8,123.26		0.00	0.00	1,800.00	0.00	48,798.84
CT002	CATEDRATICO TIEMPO COMPLETO	29,021.55	245.83	11,604.65	12,068.84	0.00	3,481.40		0.00	66.66	1,800.00	0.00	29,021.55
CT002	CATEDRATICO TIEMPO COMPLETO	29,288.16	26,790.11	11,604.65	12,068.84	0.00	3,481.39		0.00	333.28	1,800.00	0.00	29,288.16
CT002	CATEDRATICO TIEMPO COMPLETO	43,998.81	13,090.58	11,604.65	16,246.51	7,543.02	5,802.33		0.00	1,002.30	1,800.00	0.00	43,998.81
CT002	CATEDRATICO TIEMPO COMPLETO	44,885.06	20,611.41	11,604.65	16,246.51	8,703.49	5,802.32		0.00	728.09	1,800.00	0.00	44,885.06
CT002	CATEDRATICO TIEMPO COMPLETO	38,660.68	8,168.07	11,604.65	12,068.84	6,382.56	5,802.33		0.00	1,002.30	1,800.00	0.00	38,660.68
CT002	CATEDRATICO TIEMPO COMPLETO	34,757.21	26,995.20	11,604.65	12,068.84	7,543.02	1,740.70		0.00	0.00	1,800.00	0.00	34,757.21
CT002	CATEDRATICO TIEMPO COMPLETO	39,842.80	4,285.67	11,604.65	12,068.84	7,543.02	5,802.32		0.00	1,023.97	1,800.00	0.00	39,842.80
CT002	CATEDRATICO TIEMPO COMPLETO	49,995.96	45,646.29	11,604.65	16,246.51	6,382.56	12,765.12		0.00	1,197.12	1,800.00	0.00	49,995.96
CT002	CATEDRATICO TIEMPO COMPLETO	49,878.77	31,736.43	11,604.65	16,246.51	8,703.49	10,444.19		0.00	1,079.93	1,800.00	0.00	49,878.77
CT002	CATEDRATICO TIEMPO COMPLETO	45,418.80	41,426.75	11,604.65	16,246.51	6,382.56	8,123.26		0.00	1,261.82	1,800.00	0.00	45,418.80
CT002	CATEDRATICO TIEMPO COMPLETO	41,255.22	23,380.66	11,604.65	16,246.51	7,543.02	3,481.40		0.00	579.64	1,800.00	0.00	41,255.22
CT002	CATEDRATICO TIEMPO COMPLETO	49,690.64	31,510.61	11,604.65	16,246.51	6,382.56	12,765.12		0.00	891.80	1,800.00	0.00	49,690.64

Lic. Raúl O. Barrios Barrios
Jefe Depto. de Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	TIEMPO COMPLETO CATEDRATICO	38,313.67	17,394.80	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	539.25	1,800.00	0.00	38,313.67
C1002	TIEMPO COMPLETO CATEDRATICO	42,263.58	32,475.52	11,604.65	16,246.51	6,382.56	5,802.32	0.00	0.00	427.54	1,800.00	0.00	42,263.58
CT002	TIEMPO COMPLETO CATEDRATICO	50,959.30	40,667.78	11,604.65	18,567.44	9,853.95	8,123.26	0.00	0.00	1,000.00	1,800.00	0.00	50,959.30
CT002	TIEMPO COMPLETO CATEDRATICO	27,320.86	7,665.18	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	106.67	1,800.00	0.00	27,320.86
CT002	TIEMPO COMPLETO CATEDRATICO	35,741.88	19,122.91	11,604.65	12,068.84	6,382.56	3,481.39	0.00	0.00	404.44	1,800.00	0.00	35,741.88
C1002	TIEMPO COMPLETO CATEDRATICO	38,957.86	29,566.59	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	1,183.44	1,800.00	0.00	38,957.86
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	18,704.16	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
C1002	TIEMPO COMPLETO CATEDRATICO	34,052.92	8,752.48	11,604.65	12,068.84	0.00	8,123.26	0.00	0.00	456.17	1,800.00	0.00	34,052.92
CT002	TIEMPO COMPLETO CATEDRATICO	38,867.29	3,255.96	11,604.65	16,246.51	0.00	8,123.26	0.00	0.00	1,092.87	1,800.00	0.00	38,867.29
C1002	TIEMPO COMPLETO CATEDRATICO	46,211.33	39,152.87	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	893.89	1,800.00	0.00	46,211.33
CT002	TIEMPO COMPLETO CATEDRATICO	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	1,800.00	0.00	45,427.13
CT002	TIEMPO COMPLETO CATEDRATICO	43,452.67	18,775.25	11,604.65	16,246.51	7,543.02	5,802.32	0.00	0.00	456.17	1,800.00	0.00	43,452.67
CT002	TIEMPO COMPLETO CATEDRATICO	51,246.99	27,787.14	11,604.65	16,246.51	7,543.02	12,765.12	0.00	0.00	1,287.69	1,800.00	0.00	51,246.99
CT002	TIEMPO COMPLETO CATEDRATICO	38,699.50	15,484.19	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	1,041.12	1,800.00	0.00	38,699.50
CT002	TIEMPO COMPLETO CATEDRATICO	38,323.21	15,484.19	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	1,183.44	1,800.00	0.00	42,323.21

L.c. Raúl Octavio Ruzo Espinoza
Jefe Depto. De Recursos Humanos



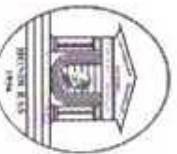
Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carlos Augusto Gutiérrez
Tesorero General de la UPN FM



Lic. Carmen Rosalina Lopez Veta
Jefe del Depto. de Admon. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

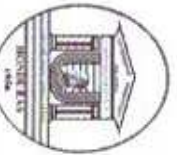
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CALENDARICO TIEMPO COMPLETO	41,667.66	26,071.94	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	527.89	1,800.00	0.00	41,667.66
CT002	CATEDRATICO 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	1,800.00	0.00	56,214.63
CT002	CATEDRATICO TIEMPO COMPLETO	56,179.15	36,827.66	11,604.65	16,246.51	7,543.02	17,406.98	0.00	0.00	1,577.99	1,800.00	0.00	56,179.15
CT002	CATEDRATICO TIEMPO COMPLETO	46,682.02	31,479.35	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,364.58	1,800.00	0.00	46,682.02
CT002	CATEDRATICO TIEMPO COMPLETO	40,744.40	19,374.09	11,604.65	12,068.84	6,382.56	8,123.26	0.00	0.00	765.09	1,800.00	0.00	40,744.40
CT002	CATEDRATICO TIEMPO COMPLETO	40,873.20	21,361.09	11,604.65	12,068.84	6,382.56	8,123.26	0.00	0.00	893.89	1,800.00	0.00	40,873.20
CT002	CATEDRATICO TIEMPO COMPLETO	45,908.85	36,083.37	11,604.65	12,068.84	6,382.56	12,765.11	0.00	0.00	1,287.69	1,800.00	0.00	45,908.85
CT002	CATEDRATICO TIEMPO COMPLETO	42,323.21	35,546.71	11,604.65	12,068.84	9,863.95	5,802.33	0.00	0.00	1,183.44	1,800.00	0.00	42,323.21
CT002	CATEDRATICO TIEMPO COMPLETO	46,816.45	33,077.98	11,604.65	16,246.51	7,543.02	8,123.26	0.00	250.00	1,249.01	1,800.00	0.00	46,816.45
CT002	CATEDRATICO TIEMPO COMPLETO	50,525.84	39,461.71	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,477.00	1,800.00	0.00	50,525.84
CT002	CATEDRATICO TIEMPO COMPLETO	46,500.88	22,148.01	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,183.44	1,800.00	0.00	46,500.88
CT002	CATEDRATICO TIEMPO COMPLETO	48,139.52	25,682.84	11,604.65	18,567.44	9,863.95	5,802.33	0.00	0.00	501.15	1,800.00	0.00	48,139.52
CT002	CATEDRATICO TIEMPO COMPLETO	54,797.25	39,403.48	11,604.65	16,246.51	6,382.56	17,406.98	0.00	0.00	1,356.55	1,800.00	0.00	54,797.25
CT002	CATEDRATICO TIEMPO COMPLETO	49,982.27	35,709.21	11,604.65	16,246.51	8,203.49	10,444.18	0.00	0.00	1,183.44	1,800.00	0.00	49,982.27
CT002	CATEDRATICO TIEMPO COMPLETO	43,924.84	31,168.13	11,604.65	16,246.51	6,382.56	5,802.33	0.00	250.00	1,838.79	1,800.00	0.00	43,924.84

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

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

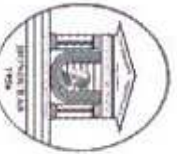
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Varaciones	Total
CT002	TIEMPO COMPLETO CATEDRATICO	41,302.09	32,498.15	11,604.65	12,068.84	8,703.49	5,802.33	0.00	250.00	1,072.78	1,800.00	0.00	41,302.09
CT002	TIEMPO COMPLETO CATEDRATICO	48,205.07	14,758.64	11,604.65	16,246.51	7,543.02	10,444.19	0.00	0.00	566.70	1,800.00	0.00	48,205.07
CI002	TIEMPO COMPLETO CATEDRATICO	43,814.42	23,964.36	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,264.18	1,800.00	0.00	43,814.42
CT002	TIEMPO COMPLETO CATEDRATICO	38,962.91	30,037.92	11,604.65	16,246.51	0.00	8,123.26	0.00	250.00	938.49	1,800.00	0.00	38,962.91
CT002	TIEMPO COMPLETO CATEDRATICO	31,848.03	21,891.57	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	456.17	1,800.00	0.00	31,848.03
CT002	TIEMPO COMPLETO CATEDRATICO	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	1,800.00	0.00	46,640.22
CT002	TIEMPO COMPLETO CATEDRATICO	49,012.90	35,971.79	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,124.53	1,800.00	0.00	49,012.90
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	1,800.00	0.00	51,073.61
CT002	TIEMPO COMPLETO CATEDRATICO	44,090.16	10,317.89	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,539.92	1,800.00	0.00	44,090.16
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	1,800.00	0.00	58,529.37
CT002	TIEMPO COMPLETO CATEDRATICO	51,079.70	19,155.56	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,566.67	1,800.00	0.00	51,079.70
CT002	TIEMPO COMPLETO CATEDRATICO	45,989.25	33,191.25	11,604.65	18,567.44	7,543.02	5,802.33	0.00	0.00	671.81	1,800.00	0.00	45,989.25
CT002	TIEMPO COMPLETO CATEDRATICO	48,081.47	29,323.47	11,604.65	16,246.51	6,382.56	10,444.19	0.00	250.00	1,353.56	1,800.00	0.00	48,081.47
CT002	TIEMPO COMPLETO CATEDRATICO	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	1,800.00	0.00	54,064.93
CT002	TIEMPO COMPLETO CATEDRATICO	31,435.03	28,300.68	11,604.65	12,068.84	0.00	5,802.32	0.00	0.00	159.22	1,800.00	0.00	31,435.03

L.C. Raul Octavio Torres Hernández
Jefe Depto. De Recursos Humanos

Lic Carlos Guadalupe Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

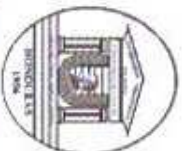
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	56,355.82	26,510.97	11,604.65	18,567.44	9,863.95	12,765.12	0.00	250.00	1,504.66	1,800.00	0.00	56,355.82
CT002	CATEDRATICO 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	1,800.00	0.00	50,588.76
CT002	CATEDRATICO TIEMPO COMPLETO	47,304.61	39,968.24	11,604.65	16,246.51	6,382.56	10,444.19	0.00	250.00	576.70	1,800.00	0.00	47,304.61
CT002	CATEDRATICO TIEMPO COMPLETO	44,721.58	22,424.03	11,604.65	16,246.51	6,382.56	8,123.26	0.00	250.00	314.60	1,800.00	0.00	44,721.58
CT002	CATEDRATICO TIEMPO COMPLETO	50,341.57	30,855.41	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,292.73	1,800.00	0.00	50,341.57
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	8,915.19	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	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	1,800.00	0.00	42,580.24
CT002	CATEDRATICO TIEMPO COMPLETO	44,471.58	18,364.85	11,604.65	16,246.51	6,382.56	8,123.26	0.00	0.00	314.60	1,800.00	0.00	44,471.58
CT002	CATEDRATICO TIEMPO COMPLETO	42,599.52	17,531.78	11,604.65	12,068.84	7,543.02	8,123.26	0.00	250.00	1,709.75	1,800.00	0.00	42,599.52
CT002	CATEDRATICO TIEMPO COMPLETO	54,228.67	32,495.30	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,698.44	1,800.00	0.00	54,228.67
CT002	CATEDRATICO TIEMPO COMPLETO	35,983.57	23,364.32	11,604.65	12,068.84	6,382.56	3,481.40	0.00	125.00	521.12	1,800.00	0.00	35,983.57
CT002	CATEDRATICO TIEMPO COMPLETO	53,849.58	36,730.74	11,604.65	18,567.44	7,543.02	12,765.11	0.00	250.00	1,319.36	1,800.00	0.00	53,849.58
CT002	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	1,800.00	0.00	38,520.14
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	1,800.00	0.00	49,727.12
CT002	CATEDRATICO TIEMPO COMPLETO	51,438.09	15,729.77	11,604.65	16,246.51	7,543.02	12,765.12	0.00	250.00	1,228.79	1,800.00	0.00	51,438.09

L.C. Raúl Octavio Zamora Espinoza
Jefe Depto. De Recursos Humanos

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carmesita Lopez Vero
Jefe del Depto. de Admipn. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

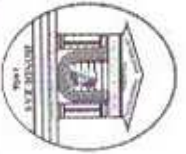
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	51,503.51	30,455.20	11,604.65	16,246.51	7,543.02	12,765.11	0.00	250.00	1,294.22	1,800.00	0.00	51,503.51
CT002	CATEDRATICO TIEMPO COMPLETO	53,122.16	43,303.58	11,604.65	16,246.51	7,543.02	15,086.05	0.00	125.00	716.93	1,800.00	0.00	53,122.16
CT002	CATEDRATICO TIEMPO COMPLETO	56,313.19	50,945.80	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,462.03	1,800.00	0.00	56,313.19
CT002	CATEDRATICO TIEMPO COMPLETO	56,980.77	19,534.05	11,604.65	18,567.44	8,703.49	15,086.05	0.00	250.00	969.14	1,800.00	0.00	56,980.77
CT002	CATEDRATICO TIEMPO COMPLETO	46,190.52	32,583.28	11,604.65	12,068.84	6,382.56	12,765.11	0.00	250.00	1,319.36	1,800.00	0.00	46,190.52
CT002	CATEDRATICO TIEMPO COMPLETO	56,646.12	35,829.51	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,794.96	1,800.00	0.00	56,646.12
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	1,800.00	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	1,800.00	0.00	52,159.11
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	1,800.00	0.00	41,673.10
CT002	CATEDRATICO TIEMPO COMPLETO	59,951.13	28,707.42	11,604.65	18,567.44	8,703.49	17,406.98	0.00	250.00	1,618.57	1,800.00	0.00	59,951.13
CT002	CATEDRATICO TIEMPO COMPLETO	49,237.02	44,429.97	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,348.65	1,800.00	0.00	49,237.02
CT002	CATEDRATICO TIEMPO COMPLETO	56,453.97	17,231.78	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,602.81	1,800.00	0.00	56,453.97
CT002	CATEDRATICO TIEMPO COMPLETO	57,761.67	19,682.18	11,604.65	16,246.51	8,703.49	17,406.97	0.00	250.00	1,750.05	1,800.00	0.00	57,761.67
CT002	CATEDRATICO TIEMPO COMPLETO	59,183.91	53,556.24	11,604.65	18,567.44	7,543.02	17,406.98	0.00	250.00	2,011.82	1,800.00	0.00	59,183.91
CT002	CATEDRATICO TIEMPO COMPLETO	55,006.24	30,693.23	11,604.65	12,068.84	9,863.95	17,406.98	0.00	250.00	2,011.82	1,800.00	0.00	55,006.24

L.C. RAUL OCTAVIO T. BARRERA
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

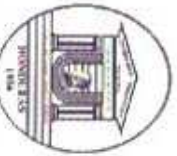
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	59,089.53	44,090.41	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,917.44	1,800.00	0.00	59,089.53
CT002	CATEDRATICO TIEMPO COMPLETO	53,579.84	26,261.12	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,745.88	1,800.00	0.00	53,579.84
CT002	CATEDRATICO TIEMPO COMPLETO	56,441.03	30,317.28	11,604.65	16,246.51	7,543.02	17,406.97	0.00	250.00	1,589.88	1,800.00	0.00	56,441.03
CT002	CATEDRATICO TIEMPO COMPLETO	53,423.83	30,782.11	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,589.87	1,800.00	0.00	53,423.83
CT002	CATEDRATICO TIEMPO COMPLETO	48,687.27	41,054.57	11,604.65	16,246.51	0.00	17,406.97	0.00	250.00	1,379.14	1,800.00	0.00	48,687.27
CT002	CATEDRATICO TIEMPO COMPLETO	53,511.73	33,058.76	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,677.77	1,800.00	0.00	53,511.73
CT002	CATEDRATICO TIEMPO COMPLETO	58,963.69	40,212.10	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,791.60	1,800.00	0.00	58,963.69
CT002	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	1,800.00	0.00	55,375.35
CT002	CATEDRATICO TIEMPO COMPLETO	62,314.90	42,832.57	11,604.65	18,567.44	11,024.42	17,406.98	0.00	250.00	1,661.41	1,800.00	0.00	62,314.90
CT002	CATEDRATICO TIEMPO COMPLETO	53,983.13	48,234.52	11,604.65	18,567.44	7,543.02	12,765.12	0.00	250.00	1,452.90	1,800.00	0.00	53,983.13
CT002	CATEDRATICO TIEMPO COMPLETO	51,161.50	46,301.13	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,648.47	1,800.00	0.00	51,161.50
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	1,800.00	0.00	55,215.14
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	1,800.00	0.00	52,713.43
CT002	CATEDRATICO TIEMPO COMPLETO	55,387.92	49,291.37	11,604.65	16,246.51	8,703.49	15,086.05	0.00	250.00	1,697.22	1,800.00	0.00	55,387.92
CT002	CATEDRATICO TIEMPO COMPLETO	59,073.80	22,863.21	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,901.71	1,800.00	0.00	59,073.80

Lc. Raul Octavio Quiroz Salinas
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carmen Soledad Lopez Verea
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

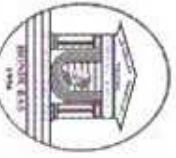
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	TIEMPO COMPLETO CATEDRÁTICO	63,677.76	57,838.54	11,604.65	18,567.44	12,184.88	17,406.97	0.00	250.00	1,863.82	1,800.00	0.00	63,677.76
CT002	TIEMPO COMPLETO CATEDRÁTICO	46,977.91	28,419.95	11,604.65	18,567.44	11,024.42	3,481.40	0.00	0.00	500.00	1,800.00	0.00	46,977.91
CT002	TIEMPO COMPLETO CATEDRÁTICO	57,653.26	43,519.87	11,604.65	16,246.51	8,703.49	17,406.98	0.00	250.00	1,641.63	1,800.00	0.00	57,653.26
CT002	TIEMPO COMPLETO CATEDRÁTICO A	63,621.28	30,825.00	11,604.65	18,567.44	12,184.88	17,406.98	0.00	250.00	1,807.33	1,800.00	0.00	63,621.28
CT003	MEDIO TIEMPO CATEDRÁTICO A	20,047.69	18,218.76	5,802.33	8,123.26	0.00	5,222.10	0.00	0.00	0.00	900.00	0.00	20,047.69
CT003	MEDIO TIEMPO CATEDRÁTICO A	16,107.08	1,964.89	5,802.33	6,034.42	0.00	2,901.17	0.00	0.00	469.16	900.00	0.00	16,107.08
CT003	MEDIO TIEMPO CATEDRÁTICO A	18,887.22	17,154.02	5,802.33	8,123.26	3,191.28	8,703.5	0.00	0.00	0.00	900.00	0.00	18,887.22
CT003	MEDIO TIEMPO CATEDRÁTICO A	24,979.67	22,243.85	5,802.33	9,283.73	3,771.51	5,222.10	0.00	0.00	0.00	900.00	0.00	24,979.67
CT003	MEDIO TIEMPO CATEDRÁTICO A	17,337.64	14,007.80	5,802.33	6,034.42	3,191.28	8,703.5	0.00	0.00	539.26	900.00	0.00	17,337.64
CT003	MEDIO TIEMPO CATEDRÁTICO A	15,984.04	14,490.36	5,802.33	8,123.26	0.00	870.35	0.00	0.00	288.10	900.00	0.00	15,984.04
CT003	MEDIO TIEMPO CATEDRÁTICO A	12,759.64	11,531.97	5,802.33	6,034.42	0.00	0.00	0.00	0.00	22.89	900.00	0.00	12,759.64
CT003	MEDIO TIEMPO CATEDRÁTICO A	18,016.87	8,399.47	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	18,016.87
CT003	MEDIO TIEMPO CATEDRÁTICO A	18,016.87	8,087.48	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	18,016.87
CT003	MEDIO TIEMPO CATEDRÁTICO A	14,825.59	9,428.13	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	900.00	0.00	14,825.59
CT003	MEDIO TIEMPO CATEDRÁTICO A	15,086.03	13,728.28	5,802.32	9,283.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,086.03

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

Lic Carlos Andrés Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT003	CATEDRATICO A MEDIO TIEMPO	15,928.03	14,438.97	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	15,928.03
CT003	CATEDRATICO A MEDIO TIEMPO	18,016.87	10,308.48	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	18,016.87
CT003	CATEDRATICO A MEDIO TIEMPO	14,825.59	8,507.73	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	900.00	0.00	14,825.59
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	900.00	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	900.00	0.00	15,950.92
CT003	CATEDRATICO A MEDIO TIEMPO	17,416.71	14,028.53	5,802.33	6,034.42	3,771.51	870.35	0.00	0.00	38.10	900.00	0.00	17,416.71
CT003	CATEDRATICO A MEDIO TIEMPO	13,636.73	176.24	5,802.32	6,034.41	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	13,636.73
CT003	CATEDRATICO 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	900.00	0.00	18,925.32
CT003	CATEDRATICO A MEDIO TIEMPO	18,925.32	13,428.47	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	38.10	900.00	0.00	18,925.32
CT003	CATEDRATICO A MEDIO TIEMPO	17,378.61	6,956.27	5,802.33	6,034.42	3,771.51	870.35	0.00	0.00	0.00	900.00	0.00	17,378.61
CT003	CATEDRATICO A MEDIO TIEMPO	15,695.94	14,226.02	5,802.33	8,123.26	0.00	870.35	0.00	0.00	0.00	900.00	0.00	15,695.94
CT003	CATEDRATICO A MEDIO TIEMPO	19,189.26	17,431.15	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	302.04	900.00	0.00	19,189.26
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	335.10	900.00	0.00	19,802.55
CT003	CATEDRATICO A MEDIO TIEMPO	18,171.98	3,639.79	5,802.33	6,034.42	3,191.28	1,740.70	0.00	0.00	503.25	900.00	0.00	18,171.98
CT003	CATEDRATICO A MEDIO TIEMPO	13,895.20	9,573.85	5,802.33	6,034.42	0.00	870.35	0.00	0.00	288.10	900.00	0.00	13,895.20

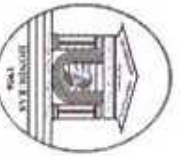
Lic. René Octavio López Gutiérrez
Jefe Depto. De Recursos Humanos

Lic. Carlos Roberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT003	CATEDRATICO A MEDIO TIEMPO	20,047.69	18,218.76	5,802.33	9,283.73	3,191.28	870.35	0.00	0.00	0.00	500.00	0.00	20,047.69
CT003	CATEDRATICO A MEDIO TIEMPO	13,645.20	4,877.47	5,802.33	6,034.42	0.00	870.35	0.00	0.00	38.10	900.00	0.00	13,645.20
CT004	CATEDRATICO POR HORA	16,240.00	4,575.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,200.00	0.00	16,240.00
CT004	CATEDRATICO POR HORA	8,040.00	6,181.70	0.00	0.00	0.00	0.00	0.00	0.00	120.00	0.00	0.00	8,040.00
CT004	CATEDRATICO POR HORA	15,180.00	11,905.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,180.00
CT004	CATEDRATICO POR HORA	9,440.00	8,486.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	720.00	0.00	9,440.00
CT004	CATEDRATICO POR HORA	5,400.00	5,344.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00
CT004	CATEDRATICO POR HORA	9,440.00	8,462.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	720.00	0.00	9,440.00
CT004	CATEDRATICO POR HORA	9,000.00	8,233.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,000.00
CT004	CATEDRATICO POR HORA	9,440.00	4,899.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	720.00	0.00	9,440.00
CV003	COORDINADOR VENTAS LIBRERIA CAJERO-PAGADOR.	23,062.20	7,394.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,599.68	47,661.88
CV004	RECEPTOR	20,717.08	3,491.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,717.08
CV002	COTIZADOR	17,385.65	8,326.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,385.65
CV002	COTIZADOR	13,641.79	115.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,551.24	28,193.03
EN002	ENFERMERA	13,641.79	5,201.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,326.07

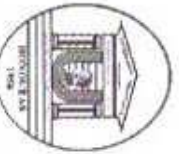
Lic. Raúl Octavio Torres Barahona
Jefe Depto. De Recursos Humanos

Lic. Carlos Alberto Gutiérrez
Tesorero General de la UNPM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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





PLANILLA DE PAGO MES DE FEBRERO DEL 2015

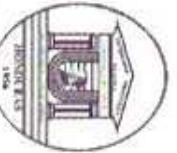
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
GA001	GUARDALMACIN	11,522.49	7,037.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,522.49
GA001	GUARDALMACEN	11,000.00	5,285.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,000.00
GA002	GUARDALMACIN	11,241.09	2,709.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,241.09
GA002	GUARDALMACEN	9,397.12	8,747.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
GA002	GUARDALMACEN	8,489.28	6,913.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
IN002	INSTRUCTOR	17,747.81	7,846.62	11,604.65	0.00	0.00	3,481.40	0.00	0.00	861.76	1,800.00	0.00	17,747.81
J0002	JEFE DEPARTAMENTO	46,196.20	18,701.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46,196.20
J0002	JEFE DEPARTAMENTO	46,029.92	34,235.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46,029.92
J0002	JEFE DEPARTAMENTO	33,094.53	27,575.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33,094.53
JL002	JEFE DE SECCION	24,344.41	9,709.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,344.41
JE002	JEFE DE SECCION	32,333.76	26,936.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34,489.34	66,823.10
JE002	JEFE DE SECCION	30,887.70	4,115.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,887.70
ME002	MEDICO GENERAL	26,379.67	19,491.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,379.67
ME002	MEDICO GENERAL	13,063.37	986.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,934.76	25,997.63
ME002	MEDICO GENERAL	26,379.67	19,491.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,379.67
ME002	MEDICO GENERAL	498.26	29,145.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	47,498.26

Lic. Raúl Octavio Rodríguez
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero Jefe de la UPMFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



PLANILLA DE PAGO MES DE FEBRERO DEL 2015

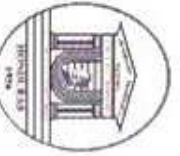
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
MO002	ODONTOLOGO MEDICO	34,462.68	13,367.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34,462.68
MO002	ODONTOLOGO MEDICO	25,223.38	5,806.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,223.38
MO002	ODONTOLOGO MEDICO	17,997.42	15,578.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,997.42
MO002	ODONTOLOGO MEDICO	18,700.76	9,155.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,700.76
MO002	ODONTOLOGO MEDICO	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
MT002	MOTORISTA	19,205.19	2,904.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,205.19
MT002	MOTORISTA	14,240.18	1,074.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,240.18
MT002	MOTORISTA	11,696.19	105.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,696.19
MT002	MOTORISTA	10,771.35	3,721.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,771.35
MT002	MOTORISTA	9,397.12	3,191.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
MT003	MOTORISTA II OFICIAL	22,328.25	1,222.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,816.80	46,145.05
OA001	ADMINISTRATIVO OFICIAL	29,787.75	14,273.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	31,773.60	61,561.35
OA001	ADMINISTRATIVO OFICIAL	23,942.69	2,200.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,942.69
OA001	ADMINISTRATIVO OFICIAL	17,961.62	13,747.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,961.62
OA001	ADMINISTRATIVO OFICIAL	18,291.25	9,687.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,291.25

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

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L. C. Carmen Soledad Lopez Vezta
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
0A001	OFICIAL ADMINISTRATIVO	20,762.36	17,884.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,762.36
0A001	OFICIAL ADMINISTRATIVO	16,974.52	4,887.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,974.52
0A001	OFICIAL ADMINISTRATIVO	15,630.63	9,315.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,630.63
0A001	OFICIAL ADMINISTRATIVO	13,771.28	4,234.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,771.28
0A002	OFICIAL ADMINISTRATIVO I	19,856.56	2,664.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,856.56
0A002	OFICIAL ADMINISTRATIVO I	18,707.34	9,187.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,707.34
0A002	OFICIAL ADMINISTRATIVO I	10,000.00	9,825.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00
0A002	OFICIAL ADMINISTRATIVO I	12,000.00	11,089.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,000.00
0A003	OFICIAL ADMINISTRATIVO II	22,158.12	1,663.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,158.12
0B002	OFICIAL DE INGRESOS	14,736.96	9,789.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,736.96
0B003	OFICIAL DE INFORMACION	23,787.02	12,187.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,787.02
0B003	OFICIAL DE INFORMACION	13,358.28	12,408.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,358.28
0D002	OFICIAL DE LEGISLOS	16,755.15	3,340.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,755.15
0E002	OFICIAL DE REGISTRO	22,473.37	10,730.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,473.37
0F001	OFICIAL DE TECNOLOGIA	19,293.04	12,267.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,293.04

Lic. Rosa Octavio Martínez
Jefe Depto. De Recursos Humanos

Lic Carlos Andrés Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lic Carmen Estelita López Vera
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

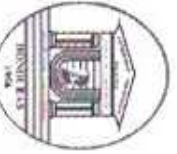
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
OF002	OFICIAL DE PERSONAL	26,062.06	4,146.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,062.06
OF002	OPERADOR Y AUX.SOPORTE	19,521.35	7,600.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,521.35
OG001	OPERADOR Y AUX.SOPORTE	18,326.60	1,900.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,326.60
OG001	AUX.SOPORTE	15,243.53	1,810.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,243.53
OU001	OFICIAL JURIDICO	23,361.66	14,904.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,361.66
OU003	COMPRAS	15,740.43	71.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,740.43
OU003	COMPRAS	16,459.62	3,959.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,459.62
OP002	MAQUINA REPROD.	14,770.27	2,992.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,770.27
OS003	SISTEMAS CCS	22,483.30	10,733.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,483.30
OT002	TRANSCRIPTORA	20,823.99	6,206.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,823.99
OT002	TRANSCRIPTORA	16,320.00	2,374.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,320.00
OU001	PRESUPUESTO	15,582.78	7,973.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,582.78
OU002	PRESUPUESTO	21,741.37	2,850.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,741.37
PI002	PLANIFICADOR	38,781.32	17,879.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38,781.32
RC001	RECEPCIONISTA	17,536.73	1,422.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,536.73

L.C. Raúl Octavio Gutiérrez Berríos
Jefe Depto. de Recursos Humanos

Lic Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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



PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
RG002	JEFE DE SECCION	20,763.20	3,510.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,763.20
SE001	SECRETARIA	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
SE002	SECRETARIA I	21,598.88	2,496.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,598.88
SE002	SECRETARIA I	20,820.96	133.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,820.96
SE002	SECRETARIA I	18,845.92	7,506.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,845.92
SE002	SECRETARIA I	18,921.38	6,539.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,921.38
SE002	SECRETARIA I	18,611.15	11,782.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,611.15
SE002	SECRETARIA I	8,489.28	6,092.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
SE002	SECRETARIA I	8,489.28	8,181.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
SE002	SECRETARIA I	11,786.13	6,489.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,358.00
SE002	SECRETARIA I	11,781.47	821.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,781.47
SE002	SECRETARIA I	13,481.36	7,748.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,380.12	27,861.48
SE002	SECRETARIA I	11,494.54	5,662.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,260.84	23,755.38
SE002	SECRETARIA I	11,466.00	4,651.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,230.40	23,696.40
SE002	SECRETARIA I	9,837.12	1,233.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,837.12

Lic. Raúl Octavio Rodríguez
Jefe Depto. de Recursos Humanos



Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

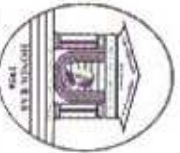


Lic. Carmen Isolina López Veyra
Tesorero General de la UPNH



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





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

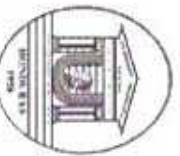
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SE002	SECRETARIA I	14,919.28	1,861.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,919.28
SE002	SECRETARIA I	14,769.01	733.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,769.01
SE002	SECRETARIA I	16,455.80	9,513.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,455.80
SE002	SECRETARIA I	15,840.21	1,398.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,840.21
SE002	SECRETARIA I	12,605.75	1,900.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,605.75
SE002	SECRETARIA I	11,663.15	1,943.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,663.15
SE002	SECRETARIA I	17,295.33	4,499.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,448.35	35,743.68
SE002	SECRETARIA I	18,896.49	128.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,896.49
SE002	SECRETARIA I	18,316.65	10,853.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,316.65
SE002	SECRETARIA I	19,391.58	2,235.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,391.58
SE002	SECRETARIA I	20,818.42	12,901.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,818.42
SE002	SECRETARIA I	17,184.35	5,414.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,184.35
SE003	SECRETARIA II	22,280.38	1,426.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,280.38
SE003	SECRETARIA II	21,569.04	3,073.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,569.04
SE003	SECRETARIA II	8,242.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,242.69

Lic. Raúl Octavio Vargas Basco
Jefe Depto. De Recursos Humanos

Lic. Carlos Alberto Guzmán
Tesorero General de la UPNRM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Soledad Lopez Vega
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SE003	SECRETARIA II	21,860.12	1,303.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,317.46	45,177.58
SE003	SECRETARIA II	20,769.93	9,263.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,154.59	42,924.52
SE003	SECRETARIA II	20,605.28	665.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,605.28
SE003	SECRETARIA II	12,346.87	14.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,346.87
SE003	SECRETARIA II	13,757.35	10,367.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,757.35
SE003	SECRETARIA II	21,354.42	11,291.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,778.05	44,132.47
SE003	SECRETARIA II	20,834.60	2,575.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,834.60
SE003	SECRETARIA II	17,014.57	1,344.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,014.57
SE003	SECRETARIA II	15,222.50	3,890.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,237.33	31,459.83
SE003	SECRETARIA II	15,361.12	6,509.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,385.19	31,746.31
SE003	SECRETARIA II	13,822.10	7,044.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,743.57	28,565.67
SE004	SECRETARIA III	23,633.37	12,114.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,633.37
SE004	SECRETARIA III	22,975.06	12,184.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,975.06
SE004	SECRETARIA III	19,165.71	2,847.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,165.71
SE004	SECRETARIA III	19,279.09	7,193.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,279.09

SECRETARIA III
19,279.09
7,193.04
0.00

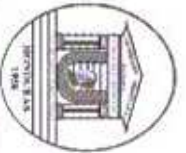
Lic. Raúl Octavio López Flores
Jefe Depto. de Recursos Humanos

SECRETARIA III
0.00
0.00
0.00

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Esquivel Lopez Veza
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

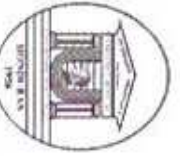
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SE004	SECRETARIA III	15,588.24	837.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,588.24
SE004	SECRETARIA III	10,367.60	781.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,367.60
SE005	SECRETARIA IV	22,402.99	5,975.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,402.99
SE005	SECRETARIA IV	22,308.84	10,950.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,308.84
SE005	SECRETARIA IV	22,079.18	10,156.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,079.18
SE005	SECRETARIA IV	21,849.04	11,315.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,849.04
SE005	SECRETARIA IV	18,195.42	6,876.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,408.45	37,603.87
SE005	SECRETARIA IV	16,535.34	1,435.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,535.34
SE005	SECRETARIA IV	14,753.29	7,468.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,753.29
SE005	SECRETARIA IV	11,151.34	6,943.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,151.34
SE006	SECRETARIA DE SEDE	15,843.95	10,234.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,843.95
SE006	SECRETARIA DE SEDE	14,093.35	10,218.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,093.35
SE006	SECRETARIA DE SEDE	14,093.35	12,139.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,093.35
SE006	SECRETARIA DE SEDE	12,618.07	10,108.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,618.07
SE006	SECRETARIA DE SEDE	12,618.07	9,057.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,618.07


 UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
 Jefe Depto. De Recursos Humanos


 UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
 Tesorero General de la UPNFM

Lic. Jorge Alberto Álvarez Flores
 Vice Rector Administrativo


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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SECRETARIA DE													
SE006	SEDE	11,656.14	9,781.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,656.14
SE007	SECRETARIA V	26,860.12	15,842.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,860.12
SE007	SECRETARIA V	28,379.03	20,907.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,379.03
SE007	SECRETARIA V	20,491.88	6,725.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,491.88
SL002	ASISTENTE JURIDICO	41,968.04	28,513.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	41,968.04
SO002	SONIDISTA SUPERVISOR AUX.	12,541.11	3,443.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,541.11
SP005	MANTENIMIENTO SECRETARIA DEL	14,416.87	8,985.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,416.87
ST001	RECTOR SECRETARIA DEL	14,069.85	9,562.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,069.85
51003	RECTOR II	23,035.23	5,540.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,035.23
TA001	TECNICO AUDIOVISUAL	14,062.64	4,045.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,062.64
TA001	TECNICO AUDIOVISUAL	11,204.84	7,505.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,204.84
TA001	TECNICO AUDIOVISUAL	11,884.83	11,709.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,884.83
TB001	TECNICO SOPORTE REDES Y PCS	13,732.19	6,620.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,732.19
TB001	TECNICO SOPORTE REDES Y PCS	10,687.47	9,664.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,687.47
TD002	TRANSCRIPCIÓN DE DATOS	11,906.21.59	11,900.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,929.70	40,551.29

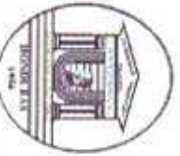
Lic. Raúl Octavio Muñoz Berríos
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lic. Carmen Lora Vega
Jefe del Depto. de Admón. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

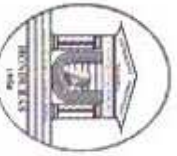
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
T0002	TRANSCRIPCIÓN DE DATOS	22,604.12	9,118.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,604.12
10002	TRANSCRIPCIÓN DE DATOS	13,059.07	8,019.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,059.07
T0002	TRANSCRIPCIÓN DE DATOS	11,828.90	396.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,828.90
T0002	TRANSCRIPCIÓN DE DATOS	10,522.83	3,996.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,522.83
T0002	TRANSCRIPCIÓN DE DATOS	11,913.08	7,285.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,913.08
T0002	TESORERO OFICIAL DE TESORERÍA	51,345.12	19,613.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51,345.12
T0003	TELEFONISTA	26,210.91	17,629.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,210.91
T0002	TECN. MANTENIM. EQUIPO Y SISTEMA	17,342.78	8,258.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,342.78
TX003	COMPUTACION TECNICO EN COMPUTACION	12,783.30	1,115.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,783.30
TX003	COMPUTACION TECNICO EN COMPUTACION	17,165.28	2,837.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,165.28
TX003	COMPUTACION TECNICO EN COMPUTACION	10,755.40	5,269.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,755.40
TX003	COMPUTACION TECNICO EN COMPUTACION	9,218.72	8,288.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,218.72
VI002	VIGILANTE	8,489.28	7,647.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
VI002	VIGILANTE	11,168.87	10,893.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,168.87
VI002	VIGILANTE	10,766.69	9,991.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,766.69
VI002	VIGILANTE	10,709.20	7,094.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,709.20
VI002	VIGILANTE	10,180.87	8,128.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,180.87

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

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmelina López Vega
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
V1002	VIGILANTE	8,489.28	8,181.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
V1002	VIGILANTE	8,489.28	8,181.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
	Total	23,451,679.90	13,786,306.50	4,717,769.89	6,097,315.78	2,462,216.77	2,471,501.27	1,917,668.50	22,500.00	235,278.68	728,760.00	634,789.37	24,086,469.27

[Handwritten Signature]
 L.C. Raúl Octavio Turcios Rodríguez
 Jefe Depto. De Recursos Humanos



Misc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo

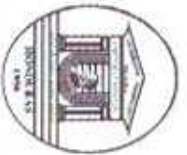


[Handwritten Signature]
 Lic. Carlos Humberto Gutiérrez
 Tesorero General de la UPNFM



Lic. Carmen Soledad Vezá
 Jefe del Depto. de Admon. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE FEBRERO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AB001	AUXILIAR DE CONTABILIDAD	19,289.42	11,946.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,289.42
AB002	AUXILIAR DE CONTABILIDAD	15,611.75	3,683.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,552.53	32,264.28
AB002	AUXILIAR DE CONTABILIDAD	15,709.06	2,518.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,709.06
AB002	AUXILIAR DE CONTABILIDAD	10,127.42	4,841.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,127.42
AD001	AUXILIAR ADMINISTRATIVO	42,856.23	13,296.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	42,856.23
AD002	AUXILIAR ADMINISTRATIVO	19,236.75	71.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,236.75
AD002	AUXILIAR ADMINISTRATIVO	18,940.81	10,494.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,940.81
AD002	AUXILIAR ADMINISTRATIVO	13,757.35	6,021.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,757.35
AD002	AUXILIAR ADMINISTRATIVO	12,188.35	8,414.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,188.35
AD002	AUXILIAR ADMINISTRATIVO	10,275.27	1,486.29	0.00	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	6,793.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,200.00
AD002	AUXILIAR ADMINISTRATIVO	12,358.28	10,439.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,358.28
AD004	ADMINISTRADOR DE REDES	15,541.13	13,446.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,577.21	32,118.34
AD004	ADMINISTRADOR DE REDES	13,358.28	13,125.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,358.28
AD005	ADMINISTRADOR DE SISTEMA	5,343.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,072.83

Misc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carlos Humberto Gutierrez
Técnico de Gestión de la UPNFM

Lic. Carmen Sohinatoñez Veza
Jefe del Depto. de Admon. General

