



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

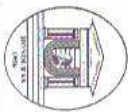
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
MT003	MOTONISTA II	22,328.25	613.84	0.00	0.00	0.00	2,371.59	0.00	0.00	0.00	0.00	0.00	22,328.25
SE007	SECRETARIA V	25,860.12	14,435.53	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	28,690.79	55,510.91
SE005	SECRETARIA IV	22,402.99	5,396.81	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,402.99
JE002	JEFE DE SECCION CATEDRATICO	24,344.41	8,772.22	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	24,344.41
CT002	TIEMPO COMPLETO	38,186.26	7,844.94	11,604.65	12,068.84	6,382.56	5,802.32	0.00	0.00	527.89	1,800.00	0.00	38,186.26
SL004	SECRETARIA III	23,633.37	11,283.16	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	23,633.37
SE003	SECRETARIA II	22,280.38	76.22	0.00	800.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,280.38
CN003	CONTADOR II	25,005.34	11,103.41	0.00	800.00	0.00	2,000.00	0.00	0.00	0.00	0.00	25,005.34	50,010.68
SE004	SECRETARIA III	22,975.06	8,111.93	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,975.06
OE002	OFICIAL DE REGISTRO	22,473.37	8,509.50	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	22,473.37
CV003	COORDINADOR VENTAS LIBRERIA	23,062.20	5,508.33	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	23,062.20
SL003	SECRETARIA II	21,569.04	1,880.84	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	21,569.04
SE003	SECRETARIA II	21,503.36	7,813.92	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	21,503.36
SE007	SECRETARIA V	28,379.03	13,236.83	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	30,270.97	58,650.00
SE003	SECRETARIA II	21,860.12	9.20	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	21,860.12

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
JE002	JEFE DE SECCION	33,133.76	25,895.74	0.00	800.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	33,133.76
SE002	SECRETARIA I	21,598.88	808.98	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	23,038.81	44,637.69
SE003	SECRETARIA II	20,769.93	8,926.82	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	20,769.93
OA001	OFICIAL ADMINISTRATIVO	29,787.75	19,940.70	0.00	800.00	0.00	2,400.00	0.00	0.00	0.00	0.00	0.00	29,787.75
AO002	SERVICIOS ESPECIAL	20,940.47	4,895.71	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	20,940.47
AX003	AUX.SERV.ADMINIS. TRATIVOS	19,558.26	2,135.76	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	19,558.26
CO002	CONSERJE	17,220.87	11,437.43	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	18,306.93	35,589.80
CO002	CONSERJE	17,076.73	511.85	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	17,076.73
AX003	AUX.SERV.ADMINIS. TRATIVOS	22,227.86	3,812.12	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,227.86
AD002	AUXILIAR ADMINISTRATIVO	19,236.75	20.45	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	20,519.20	39,755.95
ST003	SECRETARIA DEL RECTOR II	23,035.23	2,780.57	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	23,035.23
AD001	ADMINISTRADOR COORDINADOR	42,856.23	8,925.49	0.00	800.00	0.00	2,400.00	0.00	0.00	0.00	0.00	0.00	42,856.23
CI002	ADMINISTRATIVO	24,418.09	11,283.95	0.00	800.00	0.00	1,600.00	0.00	0.00	0.00	0.00	26,045.96	50,464.05
SE005	SECRETARIA IV	22,308.84	16,747.96	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,308.84
AB001	AUXILIAR	18,388.42	11,626.83	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	19,289.42

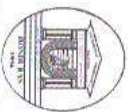
L.C. Raúl Octavio Turcos Berrío
Jefe Depto. De Recursos Humanos



Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carmen Solina Lopez Vera
Jefe del Depto. de Admon. General





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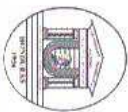
PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
08003	OFICIAL DE INFORMACION	23,787.02	11,394.51	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	23,787.02
J0002	JEFE DEPARTAMENTO	46,196.20	13,712.42	0.00	0.00	0.00	2,400.00	0.00	0.00	0.00	0.00	0.00	46,196.20
B0004	BIBLIOTECARIA III	24,304.19	5,428.29	0.00	800.00	0.00	1,921.59	0.00	0.00	0.00	0.00	0.00	24,304.19
S0002	SECRETARIA I CAJERO PAGADOR	20,820.96	17.76	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	20,820.96
C0004	RECEPTOR	20,717.08	2,153.06	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	20,717.08
CT002	CATEDRATICO TIEMPO COMPLETO	59,493.02	50,965.30	11,604.65	16,567.44	9,863.95	17,406.98	0.00	250.00	0.00	1,800.00	0.00	59,493.02
C1002	CAIDRATICO TIEMPO COMPLETO	59,529.97	44,798.06	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	2,357.88	1,800.00	0.00	59,529.97
CT002	CATEDRATICO TIEMPO COMPLETO	52,263.36	14,182.27	11,604.65	12,068.84	7,513.02	17,406.98	0.00	250.00	1,589.87	1,800.00	0.00	52,263.36
B0004	BIBLIOTECARIA III	22,026.44	8,679.37	0.00	0.00	0.00	1,000.00	0.00	0.00	0.00	0.00	0.00	22,026.44
CT002	CATEDRATICO TIEMPO COMPLETO	59,498.51	18,334.83	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	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
C0126	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
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
C1002	CAIDRATICO TIEMPO COMPLETO	59,677.76	57,520.14	11,604.65	16,567.44	12,184.84	17,406.97	0.00	250.00	1,863.82	1,800.00	0.00	63,677.76

LC. Raúl Octavio YANCOS BARRERA
Jefe Depto. De Recursos Humanos

LC. Carmen Soledad GUTIÉRREZ
Jefe Depto. de Admon. General

Msc. Jorge Alberto Álvarez Torres
Vice Rector Administrativo



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DEPARTAMENTO DE RECURSOS HUMANOS

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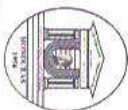
PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	46,977.91	28,419.95	11,604.65	18,567.44	11,024.42	3,481.40		0.00	500.00	1,800.00	0.00	46,977.91
CT002	CATEDRATICO TIEMPO COMPLETO	57,653.26	43,519.87	11,604.65	16,246.51	8,703.49	17,406.98		0.00	1,641.63	1,800.00	0.00	57,653.26
CT002	CATEDRATICO TIEMPO COMPLETO	63,621.28	30,825.00	11,604.65	18,567.44	12,184.88	17,406.98		0.00	1,807.33	1,800.00	0.00	63,621.28
CU011	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	2,310.69	1,800.00	0.00	81,995.81
CO045	COORD. ASUN. ACAD.	62,476.53	3.66	11,604.65	0.00	9,863.95	17,406.97		19,727.90	1,823.06	1,800.00	0.00	62,476.53
CO016	SECRETARIO GENERAL	80,949.60	65,170.87	11,604.65	16,246.51	8,703.49	12,765.11		27,851.16	1,728.68	1,800.00	0.00	80,949.60
CD142	COORD. LAB. MEDICI NA DEL DEPORTE	69,738.20	26,141.85	11,604.65	16,246.51	12,184.88	17,406.97		8,123.26	2,121.93	1,800.00	0.00	69,738.20
CT002	CATEDRATICO TIEMPO COMPLETO	55,375.35	36,914.11	11,604.65	16,246.51	9,863.95	15,086.05		0.00	574.19	1,800.00	0.00	55,375.35
CT002	CATEDRATICO TIEMPO COMPLETO	62,314.90	42,520.09	11,604.65	18,567.44	11,024.42	17,406.98		0.00	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	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	1,648.47	1,800.00	0.00	51,161.50
CD136	JEFE DE TALLER DE METALES	61,858.93	30,750.34	11,604.65	12,068.84	8,703.49	17,406.98		8,123.26	1,901.71	1,800.00	0.00	61,858.93
CT002	CATEDRATICO TIEMPO COMPLETO	55,215.14	50,020.34	11,604.65	16,246.51	6,382.56	17,406.98		0.00	1,524.44	1,800.00	0.00	55,215.14
CD012	DIRECCIONALES DOP INCODE	90,689.50	60,898.65	11,604.65	16,246.51	11,024.42	17,406.98		30,172.09	2,184.85	1,800.00	0.00	90,689.50
CT002	CATEDRATICO TIEMPO COMPLETO	52,713.43	24,961.05	11,604.65	12,068.84	8,703.49	17,406.98		0.00	879.47	1,800.00	0.00	52,713.43

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

Msc. Jorge Alberto Alvarado
Vice Rector Administrativo

LC. Carmen Rosita Lopez Viera
Jefe del Depto. de Admon. General



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

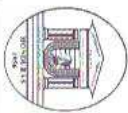
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	53,579.84	26,261.12	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,745.88	1,800.00	0.00	53,579.84
CM001	RECITORIA	98,340.85	74,622.33	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
CM001	DEPTO. RECURSOS HUMANOS	70,250.57	22,371.93	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
CM009	CENTRO UNIV. SIA ROSA COPAN	84,839.99	71,110.46	11,604.65	16,246.51	8,703.49	17,406.98	26,090.70	250.00	2,137.66	1,800.00	0.00	84,839.99
CT002	CATEDRATICO TIEMPO COMPLETO	56,441.03	39,917.28	11,604.65	16,246.51	7,543.02	17,406.97	0.00	250.00	1,589.88	1,800.00	0.00	56,441.03
CT002	CATEDRATICO TIEMPO COMPLETO	53,423.83	30,780.11	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	42,227.30	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	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	16,940.52	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	22,540.36	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
CM001	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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



Lic. Carmen Isolina Lebel Vezza
Jefe del Depto. de Admon. General





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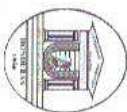
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRÁTICO													
CT002	TIEMPO COMPLETO DEPARTAMENTO	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
CD070	ARTE	58,596.51	8,829.05	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
CT002	CATEDRÁTICO 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	CATEDRÁTICO TIEMPO COMPLETO	52,159.11	30,248.49	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
CD034	DIRECTOR DE EXTENSION CATEDRÁTICO POR HORA	77,430.84	49,443.02	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
CT004	CATEDRÁTICO TIEMPO COMPLETO	16,240.00	4,575.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,200.00	0.00	16,240.00
CT002	CATEDRÁTICO TIEMPO COMPLETO	41,673.10	15,312.24	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	CATEDRÁTICO TIEMPO COMPLETO	59,951.13	29,294.34	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
CD075	DEPTO PROTOCOLO Y CLERUMON	63,317.01	46,586.81	11,604.65	12,068.84	6,382.56	12,765.11	15,826.74	250.00	1,619.11	1,800.00	0.00	63,317.01
IN002	INSTRUCTOR CATEDRÁTICO	17,747.81	7,846.62	11,604.65	0.00	0.00	3,481.40	0.00	0.00	861.76	1,800.00	0.00	17,747.81
CT002	TIEMPO COMPLETO CATEDRÁTICO	53,759.02	19,988.67	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,228.79	1,800.00	0.00	53,759.02
CT002	TIEMPO COMPLETO TECN. ASUNTOS	51,503.51	30,197.68	11,604.65	16,246.51	7,543.02	12,765.11	0.00	250.00	1,294.22	1,800.00	0.00	51,503.51
CD089	VIAJO CATEDRÁTICO	69,389.52	17,670.78	11,604.65	16,246.51	9,863.95	12,765.11	15,086.05	250.00	1,773.25	1,800.00	0.00	69,389.52
CT002	TIEMPO COMPLETO CATEDRÁTICO	53,122.16	43,303.38	11,604.65	16,246.51	7,543.02	15,086.05	0.00	125.00	716.93	1,800.00	0.00	53,122.16
CT002	TIEMPO COMPLETO CATEDRÁTICO	56,313.19	50,955.80	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

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L.C. Raúl Octavio Tzuc Balamón
Jefe Depto. De Recursos Humanos

1501 0000 13
L.C. Carmen Isela López Vesa
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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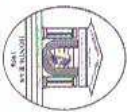
PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
JEFE DE SECCION													
CD099	DE MANUALES	58,080.11	47,643.95	11,604.65	12,068.84	8,703.49	10,044.18	11,604.65	250.00	1,604.30	1,800.00	0.00	58,080.11
CATEDRATICO													
CT002	TIEMPO COMPLETO	56,980.77	19,534.05	11,604.65	18,567.74	8,703.49	15,086.05	0.00	250.00	969.14	1,800.00	0.00	56,980.77
CALIDRATICO													
CT002	TIEMPO COMPLETO	46,190.52	32,747.32	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
CALIDRATICO													
CT002	TIEMPO COMPLETO	42,599.52	17,531.78	11,604.65	12,068.84	7,543.02	8,123.26	0.00	250.00	1,209.75	1,800.00	0.00	42,599.52
BIBLIOTECARIO													
BU002	SERVICIOS	22,811.00	11,116.76	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,811.00
ESTUDIANTE													
CD038	CALIDRATICO	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
ILUMPO COMPLETO													
CT002	ASISTENTE	54,228.67	32,095.30	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
TECNICO													
CD091	CALIDRATICO	58,513.24	17,883.46	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
TIEMPO COMPLETO													
CT002	CATEDRATICO	35,983.57	23,364.32	11,604.65	12,068.84	6,382.56	3,181.40	0.00	175.00	521.12	1,800.00	0.00	35,983.57
TIEMPO COMPLETO													
CT002	CATEDRATICO	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
CONTADOR I													
CND02	ASISTENTE	21,865.26	7,562.01	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	21,865.26
TECNICO													
CD091	OFICIAL	62,911.48	46,518.45	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
ADMINISTRATIVO													
DA001	CALIDRATICO	24,942.69	2,513.02	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	24,942.69
TIEMPO COMPLETO													
CT002	SECRETARIA II	38,520.14	32,207.03	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	861.76	1,800.00	0.00	38,520.14
SECRETARIA II													
SL003		20,665.28	71.93	0.00			1,200.00	0.00	0.00	0.00	0.00	21,078.97	42,584.25

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carmen Martínez Vázquez
Jefe del Depto de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

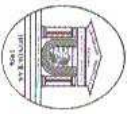
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
MO002	MEDICO ODONTOLOGO	34,462.68	10,570.56	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	34,462.68
CO069	DEPARTAMENTO CIENCIAS/EDUCACI	67,285.50	28,168.79	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
CI002	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
SE002	SECRETARIA I CATEDRATICO	18,845.92	7,410.01	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	20,102.31	38,948.23
CI002	TIEMPO COMPLETO CATEDRATICO	49,625.53	42,097.68	11,604.65	16,246.51	6,382.56	12,765.11	0.00	250.00	576.70	1,800.00	0.00	49,625.53
CI002	TIEMPO COMPLETO CATEDRATICO	44,721.58	22,339.80	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
CI002	TIEMPO COMPLETO CATEDRATICO	50,341.57	35,388.54	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
CI002	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
OF002	OFICIAL DE PERSONAL	26,062.06	2,889.20	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	27,799.53	33,861.59
CI002	CATEDRATICO TIEMPO COMPLETO	42,580.24	38,722.37	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
OA003	OFICIAL ADMINISTRATIVO II	22,158.12	1,118.71	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,158.12
OT002	OFICINISTA TRANSSCRIBORA	20,823.99	4,965.08	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	20,823.99
CO068	DEPARTAMENTO 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
CI002	CATEDRATICO TIEMPO COMPLETO	44,471.58	8,359.14	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
CO063	DEPARTAMENTO 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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

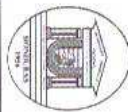
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEGORICO													
CT002	TIEMPO COMPLETO	45,989.25	33,191.25	11,604.65	18,567.44	7,543.02	5,802.33	0.00	0.00	671.81	1,800.00	0.00	45,989.25
CT003	CAIDRATICO A MEDIO TIEMPO	20,047.69	18,218.76	5,802.33	8,123.26	0.00	5,222.10	0.00	0.00	0.00	900.00	0.00	20,047.69
SE002	SECRETARIA I	18,921.38	763.31	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	18,921.38
CD150	INFORMANTE EDUCATIVO 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
CO002	CONSERJE	17,461.84	3,330.83	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,461.84
AV002	AYUDANTE DE MANTENIMIENTO	17,095.50	7,501.95	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,095.50
AZ002	ASISTENTE	30,903.74	13,824.19	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	30,903.74
CD114	DEPARTAMENTO NATURALES	57,287.50	38,553.51	11,604.65	16,246.51	7,543.02	8,123.26	11,024.42	0.00	945.64	1,800.00	0.00	57,287.50
CO061	DEPARTAMENTO MATEMATICAS	64,465.11	57,250.58	11,604.65	16,246.51	7,543.02	10,444.19	16,826.74	0.00	0.00	1,800.00	0.00	64,465.11
CT003	CAIDRATICO A MEDIO TIEMPO	16,107.08	1,884.37	5,802.33	6,034.42	0.00	2,901.17	0.00	0.00	459.16	900.00	0.00	16,107.08
CT002	CATEGORICO TIEMPO COMPLETO	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	CATEGORICO TIEMPO COMPLETO	54,064.93	43,365.02	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,534.70	1,800.00	0.00	54,064.93
SE002	SECRETARIA I CATEGORICO	18,611.15	9,242.96	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	18,611.15
CT002	TIEMPO COMPLETO OPERADOR	31,435.03	28,143.50	11,604.65	12,068.84	0.00	5,802.32	0.00	0.00	159.22	1,800.00	0.00	31,435.03
OS003	SISTEMAS CCS	22,483.30	9,431.51	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,483.30

Msc. Jorge Alberto Alvarez Lopez
Vice Rector Administrativo



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





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

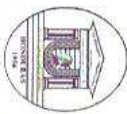
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Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AUX SERV ADMINIS													
AX003	TRATIVOS	19,078.32	6,159.28	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	19,078.32
C0006	VICERECTOR(A) ACADEMICO(A)	84,021.68	42,183.76	11,604.65	16,246.51	9,863.95	10,444.19	32,493.02	250.00	1,319.36	1,800.00	0.00	84,021.68
CT002	CATEDRATICO TIEMPO COMPLETO	56,355.82	24,946.97	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	46,640.22	35,704.40	11,604.65	16,246.51	7,513.02	8,123.76	0.00	250.00	1,072.78	1,800.00	0.00	46,640.22
AE003	ASISTENTE	17,095.04	11,533.21	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,095.04
AZ002	ASISTENTE	27,515.96	103.68	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	27,515.96
JL002	JEFE DE SECCION	32,387.70	4,349.28	0.00	1,200.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	32,387.70
CD027	CENTRO UNIV CURSOS 10(CUR)	84,232.86	38,833.81	11,604.65	16,246.51	8,703.49	17,406.98	26,690.70	250.00	1,330.53	1,800.00	0.00	84,232.86
CO002	CONSERJE CATEDRATICO	17,545.52	14,753.86	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,545.52
CT002	TIEMPO COMPLETO	49,012.90	35,971.79	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,124.53	1,800.00	0.00	49,012.90
SE003	SECRETARIA II	21,354.42	10,725.10	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	21,354.42
CO002	CONTADOR I	22,231.36	346.47	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	17,804.57	45,944.81
CO002	CONSERJE	16,691.78	3,737.72	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	16,691.78
TI002	TRANSCRIPTOR DE DATOS	19,871.90	10,726.16	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	19,871.90

Esc. Jorge Alberto Alvarez Huelgas
Vice Rector Administrativo

Lic. Raúl Octavio Gutiérrez
Jefe Depto. De Recursos Humanos

Lic. Carmen Isela López Viera
Jefe Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

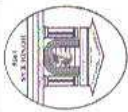
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CO002	CONSERJE	16,236.88	10,915.25	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	16,236.88
CO090	ILCN ASUNTOS VRAC	66,138.21	41,976.16	11,604.65	18,567.44	7,543.02	10,444.18	15,086.05	0.00	1,092.87	1,800.00	0.00	66,138.21
SE002	SECRETARIA I	17,295.33	3,804.72	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,295.33
CT002	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	10,097.43	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
CO115	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
CT003	CATEDRATICO A MEDIO TIEMPO	18,887.22	17,154.02	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	0.00	900.00	0.00	18,887.22
CT002	CATEDRATICO TIEMPO COMPLETO	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	CATEDRATICO TIEMPO COMPLETO	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
CD137	JEFE 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
CT002	CATEDRATICO TIEMPO COMPLETO DE EDUCACION	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
CD103	HISCA	58,244.87	52,014.67	11,604.65	16,246.51	7,543.02	8,123.26	11,604.65	250.00	1,072.78	1,800.00	0.00	58,244.87
TD002	TRANSCRIPCIÓN DE DATOS	22,604.12	8,505.85	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,604.12
CT002	TIEMPO COMPLETO CATEDRATICO	41,302.09	32,498.15	11,604.65	12,068.84	6,382.56	5,802.33	0.00	250.00	1,072.78	1,800.00	0.00	41,302.09
TD002	TELEFONIA	7,548.00	0.00	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	7,548.00


L.C. Raúl Octavio Lugo Gutiérrez
Jefe Depto. De Recursos Humanos


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


Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo


L.C. Carmen Escobar López Véga
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

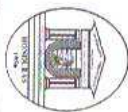
PLANILLA DE PAGO MES DE MARZO DEL 2015

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Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
DEPARTAMENTO													
CD067	TECN. ALUM. TER	61,424.17	35,173.61	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
CATEGORICO													
CI002	TIEMPO COMPLETO	48,205.07	15,017.02	11,604.65	16,246.51	7,543.02	10,444.19	0.00	0.00	566.79	1,800.00	0.00	48,205.07
CATEDRAICO													
CT002	TIEMPO COMPLETO	43,814.42	23,964.36	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,264.18	1,800.00	0.00	43,814.42
DECANO FACULTAD DE HUMANIDADES													
CD022	TIEMPO COMPLETO	79,379.83	58,481.45	11,604.65	16,246.51	8,703.49	15,086.05	24,369.77	250.00	1,319.36	1,800.00	0.00	79,379.83
CATEGORICO													
CI002	TIEMPO COMPLETO	38,962.91	30,037.92	11,604.65	16,246.51	0.00	8,123.26	0.00	250.00	938.49	1,800.00	0.00	38,962.91
CONJADOR II													
CM003	CONJADOR II	21,689.24	8,967.89	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	21,689.24
PLANIFICADOR													
PI002	PLANIFICADOR	38,781.32	14,271.82	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	41,366.74	80,148.06
SECRETARIA I													
SE002	SECRETARIA I	18,896.49	26.90	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	18,896.49
SECRETARIA I													
SE002	SECRETARIA I	18,316.65	9,961.65	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	18,316.65
CATEGORICO													
CI002	TIEMPO COMPLETO	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
FACULTAD CIENCIA Y TECNOLOGIA													
CD051	TIEMPO COMPLETO	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
CATEGORICO													
CI002	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
JEFE DE SECCION DE MATEMATICAS													
CD096	TIEMPO COMPLETO	63,029.04	46,157.14	11,604.65	16,246.51	9,863.95	10,444.18	11,604.65	250.00	1,215.10	1,800.00	0.00	63,029.04
CATEGORICO													
CI002	TIEMPO COMPLETO	50,525.84	39,461.71	11,604.65	16,246.51	0.00	10,444.19	0.00	250.00	1,477.00	1,800.00	0.00	50,525.84
CATEDRAICO													
CT002	TIEMPO COMPLETO	46,500.88	22,542.56	11,604.65	16,246.51	0.00	8,123.26	0.00	0.00	1,183.44	1,800.00	0.00	46,500.88

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

Lc. Carolina Hernández Viquez
Jefe del Depto. de Admón. General



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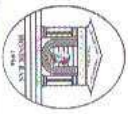
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO	48,139.52	25,836.69	11,604.65	18,567.46	9,863.95	5,802.33	0.00	0.00	501.15	1,800.00	0.00	48,139.52
SECRETARIA II													
SU003	CATEDRATICO	20,834.60	1,049.19	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	20,834.60
CT002	TIEMPO COMPLETO	54,797.25	39,403.48	11,604.65	16,246.51	6,382.56	17,206.98	0.00	0.00	1,356.55	1,800.00	0.00	54,797.25
CT003	MEDIO TIEMPO	24,979.67	22,243.85	5,802.33	9,283.73	3,771.51	5,222.10	0.00	0.00	0.00	900.00	0.00	24,979.67
CATEDRATICO													
CT002	TIEMPO COMPLETO	49,982.27	35,709.21	11,604.65	16,246.51	8,703.49	10,444.18	0.00	0.00	1,183.44	1,800.00	0.00	49,982.27
DEPARTAMENTO													
CD066	TECNICA	65,593.53	45,108.52	11,604.65	16,246.51	7,543.02	10,444.18	16,826.74	0.00	1,128.43	1,800.00	0.00	65,593.53
AYUDANTE DL.													
AT001	MANTENIMIENTO	17,148.25	2,507.74	0.00	0.00	0.00	1,000.00	0.00	0.00	0.00	0.00	0.00	17,148.25
AUXILIAR DE													
AM002	MANTENIMIENTO I	16,743.03	3,841.89	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	16,743.03
CATEDRATICO													
CT002	TIEMPO COMPLETO	56,179.15	36,827.66	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
ASISTENTE													
CO091	TECNICO	59,397.69	38,185.40	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
DEPARTAMENTO													
CO118	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
CATEDRATICO													
CT002	TIEMPO COMPLETO	46,682.02	31,479.35	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,364.58	1,800.00	0.00	46,682.02
SECRETARIA I													
SE002	SECRETARIA I	19,391.58	2,064.57	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	20,684.35	40,075.93
TESORERO													
TE002	TESORERO	51,345.12	6,860.89	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	51,345.12
SECRETARIA IV													
SE005	SECRETARIA IV	23,028.18	9,006.73	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	23,551.13	45,620.31

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

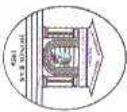
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
J0002	DEPARTAMENTO	46,029.92	39,277.38	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	46,029.92
SE005	SECRETARIA IV	21,849.04	10,832.98	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	21,849.04
CD074	DEPARTAMENTO TECNOLÓGICO	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
CD002	CATEDRATICO TIEMPO COMPLETO	40,744.40	19,374.09	11,604.65	12,068.84	5,382.56	8,123.26	0.00	0.00	765.09	1,800.00	0.00	40,744.40
CD035	DIRECCION DE EVALUACION	69,991.84	34,652.62	11,604.65	16,246.51	8,703.49	10,444.18	19,727.91	750.00	1,215.10	1,800.00	0.00	69,991.84
CD002	CONSERJE	15,935.20	6,761.53	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	15,935.20
CD090	TECNASUNTOS VRAC	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
MA002	MOTONISTA CATEDRATICO	19,205.19	2,056.52	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,205.19
CT002	TIEMPO COMPLETO DEPARTAMENTO	40,873.70	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	40,873.70
CD117	TIC ALA MHOGAR	59,940.96	28,439.31	11,604.65	16,246.51	7,543.02	10,444.18	11,024.42	0.00	1,278.17	1,800.00	0.00	59,940.96
BI003	BIBLIOTECARIA II	19,179.23	7,511.91	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,179.23
CT002	CATEDRATICO TIEMPO COMPLETO	45,908.85	36,083.37	11,604.65	12,068.84	6,382.56	12,765.11	0.00	0.00	1,287.69	1,800.00	0.00	45,908.85
CD118	EDUCACION FISICA FACULTAD	56,341.86	37,806.20	11,604.65	16,246.51	9,863.95	5,802.33	11,024.42	0.00	0.00	1,800.00	0.00	56,341.86
CD052	HUMANIDADES ASISTENTE	67,969.48	45,262.22	11,604.65	16,246.51	8,703.49	10,444.18	17,987.21	0.00	1,183.44	1,800.00	0.00	67,969.48
CD091	TECNICO	53,403.18	11,395.33	11,604.65	12,068.84	8,703.49	8,123.26	12,184.88	0.00	1,041.12	1,800.00	0.00	53,403.18

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



Lic. Carmen Soledad Lopez Viera
Jefe del Departamento de Recursos Humanos





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
DEPARTAMENTO													
CD065	LETRAS	63,304.65	33,421.96	11,604.65	18,567.44	8,703.49	5,802.33	16,886.74	0.00	0.00	1,800.00	0.00	63,304.65
DEPARTAMENTO													
CD119	CIENCIAS/LUCCAC.	53,361.63	39,991.29	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
SECRETARÍA I													
SE002	SECRETARÍA I	20,818.42	12,456.10	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	20,818.42
CATEDRÁTICO													
CT002	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	43,452.67	18,557.97	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
ASISTENTE													
CO091	TECNICO	54,020.92	50,939.40	11,604.65	16,246.51	6,382.56	5,802.32	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
JEFE DE SECCION													
CD154	DE NATURALES LS	46,482.84	8,002.45	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	51,246.99	18,864.23	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	38,699.50	15,290.69	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	42,323.21	38,556.55	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	1,183.44	1,800.00	0.00	42,323.21
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	41,667.66	26,466.49	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	527.89	1,800.00	0.00	41,667.66
COORDINADOR DE													
RC001	RECPCIONISTA	17,536.73	2,320.60	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,536.73
COORDINADOR DE													
CO048	UMCE	54,491.73	18,928.99	11,604.65	12,068.84	7,543.02	8,123.26	12,184.88	0.00	1,167.08	1,800.00	0.00	54,491.73
COORDINADOR DE													
CO300	PROGRAMA	64,190.38	2,514.42	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	56,214.63	49,607.37	11,604.65	12,068.84	7,543.02	17,406.98	0.00	0.00	1,613.47	1,800.00	0.00	56,214.63

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L. C. Casimiro López Viera
Jefe del Depto. de Admón. General



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DEPARTAMENTO DE RECURSOS HUMANOS

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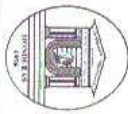
PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CI002	TIEMPO COMPLETO	38,957.86	29,586.59	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
CATEFORATICO													
CI002	TIEMPO COMPLETO	39,515.12	18,704.15	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
COORDINADOR													
CH002	ADMINISTRATIVO	23,453.22	134.23	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	23,453.22
ANUDANT L. DL													
AV001	MANUTENIMIENTO	16,500.44	3,943.29	0.00	0.00	0.00	1,521.59	0.00	0.00	0.00	0.00	17,600.47	34,100.91
JEFE DE SECCION DE SOCIALES S													
CO153	ANALISTA	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
PROGRAMADOR CATEDRATICO													
AP002	PROGRAMADOR	26,766.03	2,638.61	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	26,766.03
CI002	TIEMPO COMPLETO	34,052.92	8,208.40	11,604.65	12,058.84	0.00	8,123.26	0.00	0.00	456.17	1,800.00	0.00	34,052.92
RIBUDILCANO I													
BI002	AUDITOR I	17,774.73	557.35	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,774.73
AI002	CATEDRATICO	21,593.44	10,874.66	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	21,593.44
CI002	TIEMPO COMPLETO	38,867.29	4,333.07	11,604.65	16,246.51	0.00	8,123.26	0.00	0.00	1,092.87	1,800.00	0.00	38,867.29
OFICIAL DE TESORERIA													
TE003	VICE RECTORIA	26,210.91	15,440.62	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	26,210.91
VICE RECTORIA													
CD008	EDUCACION	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
VICE RECTORIA													
CI010	INVESTIGACION	82,194.96	56,145.22	11,604.65	18,567.44	8,703.49	8,123.26	32,493.02	0.00	903.10	1,800.00	0.00	82,194.96
CENTRO INNOVACION													
CO056	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													
CO120	ARIL	48,890.27	42,759.79	11,604.65	16,246.51	8,703.49	1,740.70	11,024.42	0.00	91.43	1,800.00	0.00	48,890.27

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

Lc. Gerardo Salazar Vazquez
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



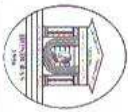
UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE MARZO 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	46,211.33	40,843.83	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	CATEDRATICO TIEMPO COMPLETO	47,748.06	32,023.00	11,604.65	16,246.51	8,703.49	8,123.26	0.00	0.00	1,270.15	1,800.00	0.00	47,748.06
CD021	DE CIENCIA Y TECNOLOGIA	76,061.84	43,190.64	11,604.65	16,246.51	8,703.49	12,765.11	24,359.77	0.00	572.31	1,800.00	0.00	76,061.84
SE002	SECRETARIA I	17,184.35	2,489.11	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,184.35
CT003	CATEDRATICO A MEDIO TIEMPO	17,337.64	14,007.80	5,802.33	6,034.42	3,191.28	870.35	0.00	0.00	539.26	900.00	0.00	17,337.64
CT002	CATEDRATICO TIEMPO COMPLETO	49,690.64	31,510.61	11,604.65	16,246.51	6,382.56	12,765.12	0.00	0.00	891.80	1,800.00	0.00	49,690.64
CD100	JEFE DE SECCION DE LETRAS	58,074.74	28,296.86	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
CD183	COORDINADOR DE CARRERA INGLESES	53,885.22	28,434.75	11,604.65	16,246.51	7,543.02	8,123.26	7,543.02	0.00	1,024.76	1,800.00	0.00	53,885.22
CT002	CATEDRATICO TIEMPO COMPLETO	38,313.67	17,597.80	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	519.25	1,800.00	0.00	38,313.67
CT002	CATEDRATICO TIEMPO COMPLETO	42,263.58	32,475.52	11,604.65	16,246.51	6,382.56	5,802.32	0.00	0.00	427.54	1,800.00	0.00	42,263.58
CT002	CATEDRATICO TIEMPO COMPLETO	50,959.30	40,412.98	11,604.65	18,567.44	9,863.95	8,123.26	0.00	0.00	1,000.00	1,800.00	0.00	50,959.30
CT002	CATEDRATICO TIEMPO COMPLETO	27,320.86	5,518.19	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	106.67	1,800.00	0.00	27,320.86
CD042	FORMACINIAL DOC	70,027.10	37,919.13	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
CT002	CATEDRATICO TIEMPO COMPLETO	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
CD185	CARRERA ORIENTACION	52,839.27	14,685.61	11,604.65	10,882.21	17,639.02	8,123.26	6,382.56	0.00	1,139.27	1,800.00	0.00	52,839.27

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

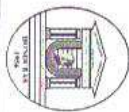
Puesto	Descripción	Sueldo bruto	Sueldo neto	Sueldo base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
TECN ASUNTOS													
CD089	VIAJE	56,106.48	37,281.70	11,604.65	12,068.84	6,382.56	8,123.26	15,086.05	0.00	1,041.12	1,800.00	0.00	56,106.48
CENTRO													
CD087	INV. INSTRUCC.	57,402.79	40,417.36	11,604.65	12,068.84	7,543.02	8,123.26	15,666.28	0.00	596.74	1,800.00	0.00	57,402.79
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	34,757.21	26,995.20	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	34,757.21
DIRECTOR CENTRO													
CD031	INVEST. INNOV. EL	65,822.84	51,450.53	11,604.65	16,246.51	7,543.02	8,123.26	19,727.91	0.00	777.49	1,800.00	0.00	65,822.84
ASLADORA													
AS002	ASLADORA	14,371.60	3,362.16	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	14,371.60
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	39,812.80	3,936.45	11,604.65	12,068.84	7,543.02	5,802.32	0.00	0.00	1,023.97	1,800.00	0.00	39,812.80
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	49,995.96	45,646.29	11,604.65	16,246.51	6,382.56	12,765.12	0.00	0.00	1,197.12	1,800.00	0.00	49,995.96
BIBLIOTECARIO													
BI003	BIBLIOTECARIO	20,192.31	11,118.10	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	20,192.31
ADMINISTRATIVO													
AD002	ADMINISTRATIVO	18,940.81	9,483.23	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	20,203.53	39,144.34
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	49,878.77	31,436.43	11,604.65	16,246.51	8,703.49	10,444.19	0.00	0.00	1,079.93	1,800.00	0.00	49,878.77
MEDICO													
MO002	ODONTÓLOGO	25,223.38	4,252.57	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	25,223.38
BIBLIOTECA													
BI005	BIBLIOTECA	18,504.88	421.21	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	18,504.88
AUDITOR INTERNO													
AI001	AUDITOR INTERNO	38,704.86	24.90	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	38,704.86
BIBLIOTECA													
BI005	BIBLIOTECA	20,252.11	12,918.37	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	20,252.11
SECRETARIA II													
SI004	SECRETARIA II	19,165.32	2,711.35	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,165.32

Msc. Jorge Alberto Alvarado
Vice Rector Administrativo



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





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

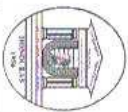
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
A0002	ALBAÑIL	17,344.68	1,414.58	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,344.68
C0190	COORDINADOR	33,596.75	30,566.03	11,604.65	12,068.84	0.00	0.00	8,123.26	0.00	0.00	1,800.00	0.00	33,596.75
C0184	CARRERA ADMON.	51,039.53	31,175.49	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
0A001	OFICIAL	17,961.62	14,783.45	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,961.62
SE005	ADMINISTRATIVO	18,195.42	6,829.58	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	18,195.42
AX003	SECRETARIA IV	19,811.35	9,695.83	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,811.35
AX003	AUX.SERV. ADMINIS. TRATIVOS	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
C0093	ASIST. TECN. ASUNI. ACADEM. CUED	15,740.43	165.44	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	15,740.43
O1003	OFICIAL DE COMPRAS	8,040.00	5,494.70	0.00	0.00	0.00	0.00	0.00	0.00	120.00	0.00	0.00	8,040.00
CT004	CATEDRATICO POR HORA	45,418.80	41,426.75	11,604.65	16,746.51	6,382.56	8,123.26	0.00	0.00	1,261.82	1,800.00	0.00	45,418.80
CT002	CATEDRATICO	41,255.22	23,380.66	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	579.64	1,800.00	0.00	41,255.22
CT002	TIEMPO COMPLETO	48,798.84	17,901.01	11,604.65	18,567.44	8,703.49	8,123.26	0.00	0.00	0.00	1,800.00	0.00	48,798.84
CT002	CATEDRATICO	29,021.55	245.83	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	66.66	1,800.00	0.00	29,021.55
CT002	TIEMPO COMPLETO	29,288.16	26,553.67	11,604.65	12,068.84	0.00	3,481.39	0.00	0.00	333.78	1,800.00	0.00	29,288.16
CT002	CATEDRATICO	45,938.81	13,090.58	11,604.65	16,246.51	0.00	5,802.33	0.00	0.00	1,002.30	1,800.00	0.00	45,938.81
CT002	TIEMPO COMPLETO												

Lic. Raúl Octavio Fúnez Salazar
Jefe Depto. De Recursos Humanos

Lic. Carmen Soledad López Vélez
Tesorero de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lic. Carmen Soledad López Vélez
Jefe del Depto. de Administración



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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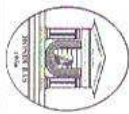
PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	44,885.06	20,611.41	11,604.65	16,246.51	8,703.49	5,802.32	0.00	0.00	728.09	1,800.00	0.00	44,885.06
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	40,981.61	10,297.33	11,604.65	12,068.84	6,382.56	8,123.26	0.00	0.00	1,002.30	1,800.00	0.00	40,981.61
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	47,661.35	14,831.42	11,604.65	16,246.51	8,703.49	8,123.26	0.00	0.00	1,183.44	1,800.00	0.00	47,661.35
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	17,700.65	16,015.35	11,604.65	0.00	0.00	3,481.40	0.00	0.00	814.60	1,800.00	0.00	17,700.65
SECRETARIA III													
SE004	SECRETARIA III	19,279.09	7,042.64	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	20,564.36	39,843.45
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	54,474.82	48,735.65	11,604.65	16,246.51	6,382.56	17,406.98	0.00	0.00	1,034.12	1,800.00	0.00	54,474.82
CENTRO													
CD081	UNIVERSITARIO CU	61,405.79	53,090.16	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
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	43,021.80	26,613.50	11,604.65	16,246.51	0.00	12,765.12	0.00	0.00	605.52	1,800.00	0.00	43,021.80
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	47,005.80	36,688.82	11,604.65	18,567.44	11,024.42	3,481.40	0.00	0.00	527.89	1,800.00	0.00	47,005.80
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	42,859.32	15,647.32	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	1,023.27	1,800.00	0.00	42,859.32
ASISTENTE													
CD091	ILCINICO	55,906.87	30,916.34	11,604.65	16,246.51	7,543.02	5,802.32	12,184.88	0.00	725.49	1,800.00	0.00	55,906.87
CATEDRÁTICO													
CT002	TIEMPO COMPLETO	43,263.18	17,583.97	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
DEPTO. DESARROLLO													
CD076	PROFESOR	80,825.54	46,926.36	11,604.65	16,246.51	7,543.02	5,802.32	16,826.74	0.00	1,002.30	1,800.00	0.00	80,825.54
ASIST. TECN. VICE													
CD005	RECT. INV. POSTG	55,761.62	25,778.94	11,604.65	16,246.51	7,543.02	3,481.39	15,086.05	0.00	0.00	1,800.00	0.00	55,761.62
DEPARTAMENTO													
CD012	COMERCIAL	52,993.80	23,570.32	11,604.65	16,246.51	7,543.02	3,481.40	11,024.42	0.00	133.33	1,800.00	0.00	52,993.80

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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

Lic. Carmen Solina Lopez Vega
Jefe del Departamento de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Mejoras Prod.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
C1002	CATEGORICO TIEMPO COMPLETO	39,515.12	29,057.57	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CT002	CATEGORICO TIEMPO COMPLETO	43,851.58	25,053.24	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	CATEGORICO TIEMPO COMPLETO	41,175.58	30,394.70	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	500.00	1,800.00	0.00	41,175.58
CT002	CATEGORICO TIEMPO COMPLETO	43,993.90	40,039.40	11,604.65	16,246.51	9,863.95	3,481.40	0.00	0.00	997.39	1,800.00	0.00	43,993.90
CD151	MATEMATICAS DE CATEGORICO	52,280.22	29,096.05	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
CT002	CATEGORICO TIEMPO COMPLETO	42,691.12	35,912.71	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
CD138	MADRIÑA CATEGORICO	48,365.95	41,590.76	11,604.65	16,246.51	6,382.56	3,481.40	8,173.76	0.00	727.57	1,800.00	0.00	48,365.95
CT002	CATEGORICO 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
CD091	TECNICO CATEGORICO	53,715.52	23,219.32	11,604.65	16,246.51	7,543.02	3,481.39	12,184.88	0.00	855.07	1,800.00	0.00	53,715.52
CT002	CATEGORICO TIEMPO COMPLETO	29,651.16	22,704.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
OP002	MAQUINA REPROD. I	14,770.27	2,733.43	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	14,770.27
SE002	SECRETARIA CATEGORICO	14,919.28	2,119.50	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	14,919.28
CT002	CATEGORICO TIEMPO COMPLETO	35,601.39	5,686.01	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	263.94	1,800.00	0.00	35,601.39
CD185	CARRERA ORIENTACION	51,067.42	14,734.50	11,604.65	16,246.51	8,703.49	5,802.32	6,382.56	0.00	527.89	1,800.00	0.00	51,067.42
CD091	ASISTENTE TECNICO	53,162.49	31,550.41	11,604.65	16,246.51	543.02	3,481.39	12,184.88	0.00	307.04	1,800.00	0.00	53,162.49

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Soledad Lopez Vezal
Jefe de Depto. de Admon. General

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

Lic. Humberto Gutiérrez
Jefe de Depto. de la UPNMA



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

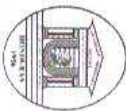
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
DEPARTAMENTO													
CD064	NATURALES DE	59,823.24	35,365.26	11,604.65	16,246.51	7,543.02	5,802.32	16,626.74	0.00	0.00	1,800.00	0.00	59,823.24
CD104	CIENCIAS/EDUCACI	47,707.20	43,346.36	11,604.65	12,068.84	6,382.56	3,481.40	11,604.65	0.00	765.10	1,800.00	0.00	47,707.20
CT002	CATEDRATICO TIEMPO COMPLETO	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	CATEDRATICO TIEMPO COMPLETO	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	CATEDRATICO TIEMPO COMPLETO	39,515.11	19,204.79	11,604.65	16,246.51	6,382.56	3,481.39	0.00	0.00	0.00	1,800.00	0.00	39,515.11
CT002	CATEDRATICO TIEMPO COMPLETO	40,095.35	27,038.58	11,604.65	18,567.44	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	40,095.35
CT004	CATEDRATICO POR HORA	15,180.00	11,905.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,180.00
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	307.04	1,800.00	0.00	38,076.46
CD186	CARRERA PULSCOLAR	44,156.98	25,716.32	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
OA002	OFICIAL ADMINISTRATIVO I	19,856.56	2,402.55	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,856.56
CT002	CATEDRATICO TIEMPO COMPLETO	27,742.08	19,011.17	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	527.89	1,800.00	0.00	27,742.08
CI001	COORD. MANTENIM. BIENTO VEHICULAR	19,668.08	4,870.79	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	19,668.08
CT002	CATEDRATICO TIEMPO COMPLETO	56,761.63	51,389.25	11,604.65	18,567.44	6,382.56	17,406.98	0.00	0.00	1,000.00	1,800.00	0.00	56,761.63
SE005	SECRETARIA IV CATEDRATICO	16,535.34	1,564.41	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	16,535.34
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	22,876.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49

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

Lic. Carmen Rodríguez Viera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

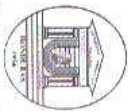
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
DIRECTOR DE POST													
CD041	GRADO	60,351.14	36,987.63	11,604.65	18,561.44	6,382.56	1,740.70	19,727.90	0.00	527.89	1,800.00	0.00	60,351.14
SE002	SECRETARIA I	14,769.01	489.30	0.00	0.00	0.00	1,521.59	0.00	0.00	0.00	0.00	0.00	14,769.01
CD183	COORDINADOR DE CARRERA INICIES	44,304.87	17,516.99	11,604.65	12,068.84	7,543.02	3,481.40	7,543.02	0.00	263.94	1,800.00	0.00	44,304.87
CD085	ASUNTOS	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
CD085	RECTORIA	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
CD002	CAJIDRATICO	41,836.04	9,958.60	11,604.65	16,246.51	6,382.56	5,802.32	0.00	0.00	0.00	1,800.00	0.00	41,836.04
CD002	TIEMPO COMPLETO	41,836.04	9,958.60	11,604.65	16,246.51	6,382.56	5,802.32	0.00	0.00	0.00	1,800.00	0.00	41,836.04
CD002	CATEDRATICO	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
SE003	SECRETARIA II	17,014.57	538.19	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,014.57
SE002	SECRETARIA I	17,177.35	10,277.74	0.00	800.00	0.00	1,121.59	0.00	0.00	0.00	0.00	18,322.55	35,499.94
OT002	OFICINISTA TRANSCRIPTORA	16,320.00	1,272.32	0.00	0.00	0.00	1,521.59	0.00	0.00	0.00	0.00	0.00	16,320.00
AX001	AUXILIAR DE SERVICIOS VARIOS	14,495.70	428.04	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,495.70
CO002	CONSERJE	13,965.38	3,735.89	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	13,965.38
CO002	COTIZADOR	17,385.65	8,415.12	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,385.65
AEO02	MANT.ELECT.Y FONTANILLA	14,679.43	501.53	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	14,679.43
AX003	AUX.SERV ADMINIS. TRATIVOS	14,498.45	776.12	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	14,498.45
CC001	CALERO PAGADOR	35,089.50	135.08	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	35,089.50

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Roberto López Vera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE MARZO DEL 2015

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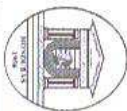
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectiva	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO AYUDANTE MECANICA	35,837.44	20,932.26	11,604.65	12,068.84	6,382.56	3,481.39	0.00	0.00	5,000.00	1,800.00	0.00	35,837.44
MC002	SECRETARIA II	13,063.37	1,271.79	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	13,063.37
SE003	SECRETARIA II	15,272.50	122.96	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	15,272.50
CR001	COORDINADOR CATEDRATICO POR HORA	6,400.00	3,312.00	7,880.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00
CT004	OFICIAL ADMINISTRATIVO	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
OA001	OFICIAL ADMINISTRATIVO	18,291.25	9,856.06	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	18,291.25
OA001	OFICIAL ADMINISTRATIVO	20,762.36	17,567.19	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	20,762.36
TA001	TECNICO AUDIOVISUAL	14,062.64	4,417.72	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,062.64
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
OA001	OFICIAL ADMINISTRATIVO	16,974.52	5,034.01	0.00	800.00	0.00	1,521.59	0.00	0.00	0.00	0.00	0.00	16,974.52
AS002	ASELADORA	12,054.44	3,971.61	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,054.44
BI003	BIBLIOTECARIA II	21,198.80	16,634.89	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	21,198.80
SE004	SECRETARIA III	15,588.24	4,469.12	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,588.24
SE002	SECRETARIA I	15,840.21	6,117.28	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,840.21
SP005	SUPERVISOR AUX. MANEJO	14,816.87	8,811.44	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,816.87

Msc. Jorge Alberto Alvarez Flores
Vice Rector Académico

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

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

Lic. Roberto Gutiérrez
Tesorero



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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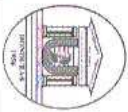
PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEGORICO													
CT002	TIEMPO COMPLETO	31,391.86	24,889.03	11,604.05	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,391.86
CT002	CATEDRATICO												
CT002	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
CATEGORICO A													
CT003	MEDIO TIEMPO	15,984.04	14,490.36	5,802.33	8,123.26	0.00	870.35	0.00	0.00	288.10	900.00	0.00	15,984.04
PLAT EDUC VIRTUA													
CD068	L	42,828.13	28,679.05	11,604.05	12,068.84	0.00	1,740.70	15,086.05	0.00	527.89	1,800.00	0.00	42,828.13
CATEGORICO													
CT002	TIEMPO COMPLETO	33,898.79	26,140.59	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	302.04	1,800.00	0.00	33,898.79
CATEDRATICO A													
CT003	MEDIO TIEMPO	19,189.26	17,431.15	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	302.04	900.00	0.00	19,189.26
CATEGORICO													
CT002	TIEMPO COMPLETO	42,099.98	23,542.47	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
SECRETARIA DE													
SE006	SEDE	15,843.95	9,802.35	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,843.95
CATEGORICO													
CT002	TIEMPO COMPLETO	35,337.44	7,928.47	11,604.65	12,068.84	6,382.56	3,481.39	0.00	0.00	0.00	1,800.00	0.00	35,337.44
COORD. CARRERA													
CD006	EDUC. COMERCIAL	47,058.14	21,487.29	11,604.65	16,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	1,800.00	0.00	47,058.14
CATEGORICO A													
CT003	MEDIO TIEMPO	19,802.55	17,343.84	5,802.33	8,123.26	3,771.51	870.35	0.00	0.00	335.10	900.00	0.00	19,802.55
CATEGORICO													
CT002	TIEMPO COMPLETO	34,440.92	25,972.99	11,604.65	12,068.84	8,703.49	0.00	0.00	0.00	263.94	1,800.00	0.00	34,440.92
CATEGORICO													
CT002	TIEMPO COMPLETO	29,482.78	11,442.79	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	577.89	1,800.00	0.00	29,482.78
TECNICO EN													
EX003	COMPUTACION	17,165.28	2,839.21	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	17,165.28
MEDICO GENERAL													
ME002		26,379.67	17,666.42	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	26,379.67

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

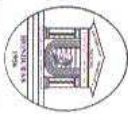
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
ME002	MEDICO GENERAL	47,498.26	23,159.51	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	47,498.26
SE003	SECRETARIA II	15,361.12	8,156.14	0.00	15,965.04	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,361.12
CT003	CATEDRATICO A	18,171.98	1,346.79	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	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
CT004	CATEDRATICO POR HORA	6,400.00	5,344.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00
CT001	ASISTENTE TECNICO	49,959.30	41,092.07	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	1,800.00	0.00	49,959.30
CT002	CATEDRATICO TIEMPO COMPLETO	42,996.50	38,572.25	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
DA001	ADMINISTRATIVO OFICIAL	15,630.63	9,618.19	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	16,672.67	32,303.30
CU002	CATEDRATICO TIEMPO COMPLETO	37,908.38	26,532.35	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	CATEDRATICO TIEMPO COMPLETO	40,095.35	36,167.93	11,604.65	16,246.51	8,703.49	1,740.70	0.00	0.00	0.00	1,800.00	0.00	40,095.35
BU002	BIBLIOTECARIO I	13,382.80	6,943.26	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	14,274.99	27,657.79
TD002	TRANSCRIPCIÓN DE DATOS	13,059.07	8,579.94	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	13,929.67	26,988.74
BU002	BIBLIOTECARIO I	12,217.38	1,787.77	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,217.38
GA002	GUARDALMACÉN	11,241.09	3,165.77	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	11,990.50	23,231.59
MT002	MOTORISTA	14,280.18	1,698.18	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,280.18

[Firma]
Lic. Raúl Octavio Turró Bertrán
Jefe Depto. De Recursos Humanos

[Firma]
Lic. Carmen Isolina López Verea
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

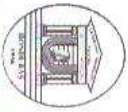
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEGORICO													
CT002	TIEMPO COMPLETO	37,908.37	28,719.22	11,604.65	12,068.84	8,703.49	3,481.39	0.00	0.00	250.00	1,800.00	0.00	37,908.37
CT005	INST. INV. Y EVAL. EDUC.	74,829.07	47,986.12	11,604.65	18,567.44	8,703.49	3,481.40	36,112.09	0.00	500.00	1,800.00	0.00	74,829.07
CATEGORICO													
CT002	TIEMPO COMPLETO	39,515.12	29,412.80	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
CATEGORICO													
CN002	CONTADOR I	16,152.27	14,217.29	0.00	13,199.93	0.00	400.00	0.00	0.00	0.00	0.00	0.00	16,152.27
CATEGORICO													
CD116	DEPARTAMENTO TECNICA INDUSTRIAL	48,836.94	28,451.80	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
CATEGORICO													
CT002	TIEMPO COMPLETO	40,713.68	31,450.00	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	38.10	1,800.00	0.00	40,713.68
CATEGORICO													
CT003	MEDIO TIEMPO	20,047.69	18,218.76	5,802.33	9,283.73	3,191.28	870.35	0.00	0.00	0.00	900.00	0.00	20,047.69
CATEGORICO													
CG001	OPERADOR Y AUX. SOPORTE	18,326.60	789.82	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	18,326.60
CATEGORICO													
CN002	CONTADOR I	12,258.65	341.54	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,258.65
CATEGORICO													
CT002	TIEMPO COMPLETO	38,274.42	32,785.78	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	500.00	1,800.00	0.00	38,274.42
CATEGORICO													
SE002	SECRETARIA I	12,605.75	2,204.62	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,605.75
CATEGORICO													
MO002	ODONTOLOGO	17,997.42	15,590.08	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	17,997.42
CATEGORICO													
CD028	CEIBA	67,366.28	54,115.14	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
CATEGORICO													
CT002	TIEMPO COMPLETO	37,774.42	24,327.76	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CATEGORICO													
CT002	TIEMPO COMPLETO	28,992.99	10,764.85	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	38.10	1,800.00	0.00	28,992.99

Msc. Jorge Alberto Alvarez Flores
Vice Sector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CD002	COTIZADOR	13,641.79	85.11	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,641.79
SO002	SONIDISTA	12,541.11	3,781.73	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,541.11
OU001	OFICIAL DE PRESUPUESTO	15,582.78	7,050.96	0.00	12,661.50	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,582.78
CO002	CONSULTE	11,209.93	760.89	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,209.93
CO004	COORDINADOR PUBLICACIONES	49,843.26	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
CD207	COORD. CARRERA TURISMO Y HOSTEL CATERING	47,058.14	20,020.77	11,604.65	16,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	1,800.00	0.00	47,058.14
CI002	TIEMPO COMPLETO ADMINISTRATIVO/A	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
CD007	LABORATORIO DE COMERCIALES	74,329.07	28,003.75	11,604.65	16,246.51	8,703.49	3,481.40	32,493.02	0.00	0.00	1,800.00	0.00	74,329.07
CD141	COMERCIALES PRACT.	47,638.37	11,416.38	11,604.65	16,246.51	6,382.56	3,481.39	8,123.26	0.00	0.00	1,800.00	0.00	47,638.37
CD192	DOCENTE CURS. COORD. LAB. MEDICI	42,918.57	34,548.14	11,604.65	12,068.84	7,543.02	1,740.70	8,123.26	0.00	38.10	1,800.00	0.00	42,918.57
CD142	NA DEL DEPORTE CATEGORICO POR	41,720.01	35,028.11	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	1,800.00	0.00	41,720.01
CI004	HORA TECNICO	9,440.00	8,486.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	720.00	0.00	9,440.00
CD047	ACADEM. CURS. ASUNTOS ADITIVOS	54,020.92	41,021.02	11,604.65	16,246.51	8,703.49	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	54,020.92
CD202	CUR. CATEGORICO A	52,860.45	30,951.38	11,604.65	16,246.51	7,543.02	3,481.39	12,184.88	0.00	0.00	1,800.00	0.00	52,860.45
CI003	MILITIO TIEMPO	13,645.20	4,877.47	5,802.33	6,037.47	7,543.02	870.35	0.00	0.00	38.10	900.00	0.00	13,645.20

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Isabella Torres Vezza
Jefe del Depto. de Admon. General

Lic. Roberto Gutiérrez
Tesorero General de la UPNFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

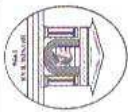
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
DE EDUCACION													
CD156	FON FISICA	52,280.23	22,700.90	11,604.65	16,246.51	7,543.02	3,481.40	11,604.65	0.00	0.00	1,800.00	0.00	52,280.23
OFICIAL CONTROL													
OU002	PRE SUPUESTO	21,741.37	1,309.01	0.00	800.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	21,741.37
CONTADOR I													
CND02	CONTADOR I	15,590.24	82.42	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	15,590.24
CATEDRATICO A MEDIO TIEMPO													
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
CATEDRATICO DEPARTAMENTO COMERCIALES													
CT002	CATEDRATICO DEPARTAMENTO COMERCIALES	36,497.90	2,406.35	11,604.65	12,068.84	7,543.02	3,481.39	0.00	0.00	0.00	1,800.00	0.00	36,497.90
CATEDRATICO TIEMPO COMPLETO													
CD062	CATEDRATICO TIEMPO COMPLETO	58,662.79	46,904.04	11,604.65	16,246.51	8,703.49	3,481.40	16,826.74	0.00	0.00	1,800.00	0.00	58,662.79
CATEDRATICO TIEMPO COMPLETO													
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	28,400.24	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CATEDRATICO TIEMPO COMPLETO ASISTENTE TECNICO													
CT002	CATEDRATICO TIEMPO COMPLETO ASISTENTE TECNICO	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
COORDINADOR CONSERVIERIA													
CD001	COORDINADOR CONSERVIERIA	52,280.23	32,885.78	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
CATEDRATICO TIEMPO COMPLETO													
CT002	CATEDRATICO TIEMPO COMPLETO	12,411.61	1,743.79	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	12,411.61
CATEDRATICO TIEMPO COMPLETO													
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.11	28,396.11	11,604.65	16,246.51	6,382.56	3,481.39	0.00	0.00	0.00	1,800.00	0.00	39,515.11
CATEDRATICO TIEMPO COMPLETO													
CT002	CATEDRATICO TIEMPO COMPLETO	35,453.49	32,303.58	11,604.65	18,567.44	0.00	3,481.40	0.00	0.00	0.00	1,800.00	0.00	35,453.49
CATEDRATICO TIEMPO COMPLETO DESARROLLO CURRICULAR													
CT002	CATEDRATICO TIEMPO COMPLETO DESARROLLO CURRICULAR	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
CATEDRATICO TIEMPO COMPLETO													
CT002	CATEDRATICO TIEMPO COMPLETO	60,403.49	32,672.20	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
CATEDRATICO TIEMPO COMPLETO													
CT002	CATEDRATICO TIEMPO COMPLETO	36,497.90	21,468.82	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

Msc. Jorge Alberto Alvarez Hoyer
Vice Rector Administrativo



Lic. Carmen Solina Lopez Viera
Jefe del Depto. de Admon. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

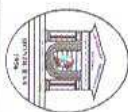
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CN002	CONJADOR I TECNICO	11,649.93	8,228.05	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,649.93
TA001	AUDIOVISUAL	11,204.84	7,960.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,204.84
CT002	CATEDRATICO IILMPO COMPLETO	39,515.12	30,317.28	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CD180	COORD. CARRERA TECNICA INDUST.	46,516.00	32,532.43	11,604.65	16,246.51	7,543.02	1,740.70	7,543.02	0.00	38.10	1,800.00	0.00	46,516.00
CO002	CONSERJE	12,398.72	1,565.49	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,398.72
AX001	AUXILIAR DE SERVICIOS VARIOS	12,476.36	6,359.49	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,476.36
RG002	JEFE DE SECCION SERVICIOS	20,763.20	3,173.04	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	20,763.20
AX002	ESPECIAL	11,211.35	5,931.04	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,211.35
CN003	CONTADOR II	14,495.01	2,702.54	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,495.01
TD002	TRANSCRIPOR DL DATOS	11,828.90	382.64	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,828.90
CO002	CONSERJE	10,771.28	8,992.82	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,771.28
CO091	ASISTENTE TECNICO	49,959.30	40,553.66	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	1,800.00	0.00	49,959.30
CT002	CATEDRATICO IILMPO COMPLETO	33,634.85	19,415.13	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 IILMPO COMPLETO	37,812.52	26,934.94	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	38.10	1,800.00	0.00	37,812.52
CT002	CATEDRATICO IILMPO COMPLETO	46,959.30	41,970.21	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	46,959.30

Msc. Jorge Alberto Alvarez Torres
Vice Rector Administrativo

L.C. Roberto Guzmán López Viera
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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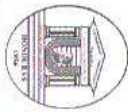
PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO													
CT002	TIEMPO COMPLETO	43,000.65	20,660.99	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	4.14	1,800.00	0.00	43,000.65
SE003	SECRETARIA II OFICIAL DE INGRESOS	13,822.10	7,581.57	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,822.10
08002	CATEDRATICO	14,736.96	10,210.14	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,736.96
CT002	TIEMPO COMPLETO	39,515.12	34,187.12	11,604.65	16,246.51	6,382.56	3,481.00	0.00	0.00	0.00	1,800.00	0.00	39,515.12
CT002	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
SL002	SECRETARIA I	11,663.15	2,423.98	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,663.15
SE003	SECRETARIA II AUXILIAR	12,346.87	9/9.15	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,346.87
AD002	ADMINISTRATIVO	13,757.35	6,300.87	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,757.35
SE005	SECRETARIA IV	14,733.29	7,863.71	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,733.29
CD097	JEFE DE SECCION DE COMERCIALES	53,440.69	35,098.28	11,604.65	16,246.51	8,703.49	3,481.39	11,604.65	0.00	0.00	1,800.00	0.00	53,440.69
CO002	CONSERJE	10,771.35	8,033.72	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,771.35
CO094	TECNICO SECRETARIA	44,737.21	31,061.55	11,604.65	15,246.51	0.00	1,740.70	13,345.35	0.00	0.00	1,800.00	0.00	44,737.21
CT004	CATEDRATICO POR HORA	9,000.00	8,233.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,000.00
CT002	CATEDRATICO	33,596.75	78.53	11,604.65	12,058.80	42.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
GA001	GUARDALAMEN	11,522.49	7,502.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,522.49

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Ramon Antonio Lopez Vez
Jefe Depto. de Recursos Humanos

Lc. Ramon Antonio Lopez Vez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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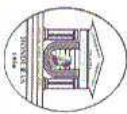
PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CO002	CONSERJE	10,766.69	2,690.05	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,766.69
CT002	CATEDRÁTICO TIEMPO COMPLETO	33,870.33	30,751.03	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	273.58	1,800.00	0.00	33,870.33
CT002	CATEDRÁTICO TIEMPO COMPLETO	29,651.16	25,953.25	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CT003	CATEDRÁTICO A MEDIO TIEMPO	18,925.32	14,032.98	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	38.10	900.00	0.00	18,925.32
DA001	OFICIAL ADMINISTRATIVO	13,771.28	4,179.29	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	13,771.28
SE002	SECRETARIA I	11,786.13	6,394.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,786.13
MT002	MOTORISTA	11,696.19	113.13	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,696.19
CW003	CONTADOR II	13,531.79	7,407.00	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,531.79
CW002	CONTADOR I	13,899.07	10,700.91	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,899.07
SE003	SECRETARIA II	13,757.35	10,129.37	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	13,757.35
SL002	SECRETARIA I AUX.SERV.ADMINIS	11,781.47	1,409.10	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,781.47
AN003	TRATIVOS	12,687.91	100.90	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,687.91
SE006	SECRETARIA DE SEDE	14,093.35	10,111.46	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,093.35
SE006	SECRETARIA DE SEDE	14,093.35	12,053.10	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,093.35
SE006	SECRETARIA DE SEDE	12,618.07	10,084.44	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,618.07

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Raúl Octavio Turcos Becerra
Jefe Depto. De Recursos Humanos

Lic. Carmen Escamilla Vazquez
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

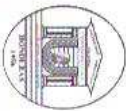
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SECRETARIA DE SEDE													
SE006	SEDE	12,618.07	9,033.46	0.00	0.00	0.00		400.00	0.00	0.00	0.00	0.00	12,618.07
V0002	VIGILANTE	11,168.87	10,893.87	0.00	0.00	0.00		400.00	0.00	0.00	0.00	0.00	11,168.87
AS002	ASLADORA	10,971.41	4,988.96	0.00	0.00	0.00		400.00	0.00	0.00	0.00	0.00	10,971.41
AS002	ASEADORA	10,766.69	9,021.69	0.00	0.00	0.00		400.00	0.00	0.00	0.00	0.00	10,766.69
V0002	VIGILANTE	10,766.69	9,991.69	0.00	0.00	0.00		400.00	0.00	0.00	0.00	0.00	10,766.69
CO002	CONSERJE COORDINADOR	10,766.69	10,591.69	0.00	0.00	0.00		400.00	0.00	0.00	0.00	0.00	10,766.69
CH002	ADMINISTRATIVO	22,166.44	16,614.09	0.00	800.00	0.00		0.00	0.00	0.00	0.00	0.00	22,166.44
AS002	ASEADORA	10,766.69	9,991.69	0.00	0.00	0.00		400.00	0.00	0.00	0.00	0.00	10,766.69
CO002	CONSERJE	10,766.69	7,044.63	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	10,766.69
CT002	TIEMPO COMPLETO CATEDRATICO	38,972.98	34,482.71	11,604.65	16,246.51	7,543.02		1,740.70	0.00	38.10	1,800.00	0.00	38,972.98
CT002	TIEMPO COMPLETO CATEDRATICO	37,812.52	28,885.15	11,604.65	16,246.51	6,382.56		1,740.70	0.00	38.10	1,800.00	0.00	37,812.52
CT003	MEDIO TIEMPO LABORATORIO	18,925.32	13,428.47	5,802.33	8,123.26	3,191.28		870.35	0.00	38.10	900.00	0.00	18,925.32
CO139	MAL ALURGIA CATEDRATICO	47,638.38	36,050.21	11,604.65	16,246.51	6,382.56		3,481.40	8,123.26	0.00	1,800.00	0.00	47,638.38
CT002	TIEMPO COMPLETO	40,675.57	26,590.84	11,604.65	16,246.51	6,382.56		3,481.39	0.00	0.00	1,800.00	0.00	40,675.57
CO103	COMPRAS	5,396.85	0.00	0.00	800.00	0.00		0.00	0.00	0.00	0.00	17,556.93	34,016.55

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

L.C. Carmen Soledad López Vázquez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carmen Soledad López Vázquez
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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

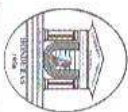
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AUXILIAR DE CONTABILIDAD	AR002	16,611.75	4,581.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,611.75
CONSERJE	CO002	11,206.80	149.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,953.92	23,160.72
SECRETARIA	SE002	13,481.36	6,303.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,481.36
CATEDRATICO A MEDIO TIEMPO	CT003	17,378.61	6,869.37	5,802.33	6,034.42	3,771.51	8,013.35	0.00	0.00	0.00	900.00	0.00	17,378.61
CONTADOR OPERADOR Y AUXILIAR DE TECNICO	CO002	12,138.35	6,314.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,947.57	25,085.92
AUXILIAR DE TECNICO	OG001	15,243.53	1,973.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,259.77	31,503.30
HOGAR	CO157	49,417.17	23,138.21	11,604.65	16,246.51	6,382.56	1,740.70	11,604.65	0.00	38.10	1,800.00	0.00	49,417.17
CATEDRATICO TIEMPO COMPLETO	CT002	35,337.45	26,405.11	11,604.65	12,008.84	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	35,337.45
ASISTENTE TECNICO	CO091	49,997.40	15,297.10	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	38.10	1,800.00	0.00	49,997.40
MOTONISTA AUXILIAR DE CONTABILIDAD	MT002	10,771.35	4,137.64	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,771.35
OFICIAL DE EGRESOS	AB002	16,709.06	3,857.28	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,709.06
AUXILIAR DE TRATIVOS	OD002	16,755.15	3,137.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,755.15
CATEDRATICO TIEMPO COMPLETO	AX003	13,095.66	2,698.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,095.66
CATEDRATICO TIEMPO COMPLETO	CT002	28,954.88	12,600.65	11,604.65	12,058.84	0.00	3,481.39	0.00	0.00	0.00	1,800.00	0.00	28,954.88
CATEDRATICO TIEMPO COMPLETO	CT002	41,836.05	18,551.44	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	41,836.05

Lic. Raúl Octavio Turcios Barralón
Jefe Depto. de Recursos Humanos

Lic. Germán Solís López Vázquez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

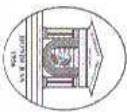
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEGORICO													
CT002	TIEMPO COMPLETO	39,515.11	26,232.33	11,604.65	16,246.51	6,382.56	3,481.39	0.00	0.00	0.00	1,800.00	0.00	39,515.11
CO002	CONSERJE	11,493.49	2,472.50	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	11,493.49
CT002	CALENDARICO	35,337.44	14,541.76	11,604.65	12,066.84	6,382.56	3,481.39	0.00	0.00	0.00	1,800.00	0.00	35,337.44
CT002	TIEMPO COMPLETO	43,043.67	30,063.70	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	47.16	1,800.00	0.00	43,043.67
CT002	CATEGORICO	33,712.79	30,311.93	11,604.65	18,567.44	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,712.79
CT002	TIEMPO COMPLETO	41,968.04	24,117.90	0.00	1,200.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	41,968.04
SI002	JURIDICO	55,808.78	46,417.01	11,604.65	16,246.51	7,543.02	1,740.70	16,816.74	0.00	47.16	1,800.00	0.00	55,808.78
CO039	DEPARTAMENTO DE REGISTRO	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	MEDIO TIEMPO	20,491.88	6,378.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,491.88
SE007	SECRETARIA V	16,561.71	1,755.63	0.00	800.00	0.00	721.59	0.00	0.00	0.00	0.00	17,665.82	34,227.53
AN003	AUDITOR II	10,960.00	7,535.13	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	10,960.00
BI002	BIBLIOTECARIO I	37,774.42	34,038.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	CALENDARICO	31,391.86	11,919.64	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	TIEMPO COMPLETO	11,494.54	6,091.62	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	11,494.54
SE002	SECRETARIA I	14,879.89	13,004.89	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	14,879.89
CO003	COORDINADOR GRUPO MUSICAL												

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



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DEPARTAMENTO DE RECURSOS HUMANOS

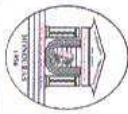
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
ASISTENTE													
C0091	TECNICO	52,860.45	29,301.90	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
CN003	CONTADOR II	13,853.67	11,554.50	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	14,777.25	28,630.92
CN003	CONTADOR II	12,400.99	11,157.92	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	13,277.72	25,628.71
V0002	VIGILANTE	10,709.20	7,094.62	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	10,709.20
SE002	SECRETARIA I	11,466.00	4,775.00	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	11,466.00
C0091	TECNICO	51,699.99	28,334.52	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
CA1100A100	CA1100A100	33,596.75	12,612.97	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
C1002	JEFE DE SECCION	50,539.53	43,504.21	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
C0098	DE SOCIALES	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	37,774.42	34,283.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO	37,774.42	21,819.90	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO	11,111.38	2,940.88	0.00	0.00	0.00	1,121.59	0.00	0.00	0.00	0.00	0.00	11,111.38
ST001	SECRETARIA DTL	14,069.85	10,065.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,069.85
C1003	CATEDRATICO A	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
C0032	PLANIFICACION Y PRES.	65,045.35	50,816.56	11,604.65	16,246.51	6,382.56	3,481.39	19,727.91	0.00	0.00	1,800.00	0.00	65,045.35

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
BI002	BIBLIOTECARIO I	12,857.34	6,217.35	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,857.34
CD091	ASISTENTE TECNICO	48,218.60	23,295.03	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
CT002	CATEDRATICO TIEMPO COMPLETO	38,934.88	18,957.20	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
AP002	ANALISTA PROGRAMADOR	21,178.94	12,097.46	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,178.94
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	9,029.02	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	CATEDRATICO TIEMPO COMPLETO	38,018.31	21,830.50	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	243.89	1,800.00	0.00	38,018.31
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	26,717.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	CATEDRATICO TIEMPO COMPLETO	38,934.88	31,796.11	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
CD155	JEFE DE SECCION DE LETRAS Y L	50,539.53	19,011.52	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	1,800.00	0.00	50,539.53
CT002	CATEDRATICO TIEMPO COMPLETO	38,934.88	17,288.98	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
JD002	JEFE DEPARTAMENTO	33,094.53	20,131.27	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33,094.53
CD004	TECNOLOGIAS DE INFORM	57,502.33	41,091.84	11,604.65	16,246.51	6,382.56	1,740.70	15,727.91	0.00	0.00	1,800.00	0.00	57,502.33
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	18,726.71	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
AV003	SERVICIOS GENERALES	9,987.61	7,459.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,653.45	20,641.06
CT002	CATEDRATICO TIEMPO COMPLETO	38,934.88	21,668.25	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



Lic. Gerardo Guzmán López Vera
Jefe del Depto. de Admon. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

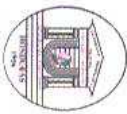
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	34,757.21	26,850.74	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	34,757.21
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	31,038.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CD111	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
CD081	CENTRO UNIVERSITARIO CU	55,181.39	45,603.33	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
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	26,391.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	CATEDRATICO TIEMPO COMPLETO	38,934.88	23,060.37	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
AS002	ASEADOR CARRERA	9,987.61	9,712.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,653.45	20,641.06
CD181	EDUCACION CATEDRATICO	45,317.44	22,834.04	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	0.00	1,800.00	0.00	45,317.44
CT002	TIEMPO COMPLETO	37,774.42	18,238.14	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
SE005	SECRETARIA IV CATEDRATICO	11,151.34	7,393.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,151.34
CT002	TIEMPO COMPLETO	41,255.81	21,921.34	11,604.65	18,567.44	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	41,255.81
CT002	CATEDRATICO TIEMPO COMPLETO	31,856.05	23,874.75	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
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
OD001	OFICIAL JURIDICO CATEDRATICO	23,361.66	14,042.98	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,361.66
CT002	TIEMPO COMPLETO	31,391.86	27,627.03	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,391.86

LC. Raúl Octavio Torres Berríos
Jefe Depto. De Recursos Humanos

LC. Roberto Gutiérrez
Coordinador de Recursos Humanos

Msc. Jorge Alberto Amador Flores
Vice Rector Administrativo

LC. Samuel López Vela
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
CATEDRATICO POR													
CT004	HORA	9,440.00	4,095.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	720.00	0.00	9,440.00
OF002	OFICIAL DE PERSONAL	19,521.35	5,239.58	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,521.35
OF001	OFICIAL DE TECNOLOGIA	19,293.04	11,182.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,293.04
CT002	CATEDRATICO TIEMPO COMPLETO	38,934.88	10,543.17	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	30,650.02	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
CT002	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	32,635.27	29,758.78	10,006.20	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	0.00	32,635.27
TM001	TECN MANEJO DE EQUIPO Y SISTEMA	12,783.30	1,659.66	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,783.30
AD002	AUXILIAR ADMINISTRATIVO DE COMERCIAL	12,188.35	8,425.17	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,188.35
CO152	ALFES	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
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	23,046.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT003	CATEDRATICO A MEDIO TIEMPO	14,825.59	13,427.48	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	900.00	0.00	14,825.59
SE006	SECRETARIA DE SEDE	11,656.14	9,792.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,656.14
VI002	VIGILANTE	10,180.87	8,128.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,180.87
CO002	CONSIGLIERE	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

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

[Firma]
Lc. Carmen Soledad López Verea
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

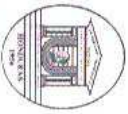
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
EN002	ENFERMERA TECNICO	19,326.07	5,044.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,326.07
CD094	SECRETARIA	46,942.10	30,760.38	11,604.65	12,068.84	6,382.56	1,740.70	13,345.35	0.00	0.00	1,800.00	0.00	46,942.10
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	25,929.02	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	6,570.02	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
CD070	COORDINADOR DE SEDE CHOLUTECA	41,720.01	17,987.15	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	1,800.00	0.00	41,720.01
CT002	CATEDRATICO TIEMPO COMPLETO	27,214.19	14,161.39	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	27,214.19
CT002	CATEDRATICO TIEMPO COMPLETO	38,934.88	35,217.75	11,604.65	16,246.51	7,243.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,934.88
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	24,926.79	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
CT002	CATEDRATICO TIEMPO COMPLETO	31,391.86	20,148.03	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,391.86
CT090	TECN ASISTENTES VAC	54,020.93	37,148.20	11,604.65	16,246.51	7,243.02	1,740.70	15,086.05	0.00	0.00	1,800.00	0.00	54,020.93
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	29,130.02	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	34,038.48	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT003	CATEDRATICO A MEDIO TIEMPO	15,928.01	14,238.95	5,802.32	6,024.41	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	15,928.01
CT003	CATEDRATICO A MEDIO TIEMPO	15,950.92	13,959.97	5,802.32	6,024.41	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	15,950.92
CT003	CATEDRATICO A MEDIO TIEMPO	11,531.95	5,802.32	5,802.32	0.00	0.00	0.00	0.00	0.00	0.00	900.00	0.00	12,759.62

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Sarmiento Velásquez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

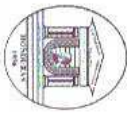
PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AD004	ADMINISTRADOR DE REDES	15,541.13	13,762.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,541.13
CT003	CATEDRATICO A MEDIO TIEMPO	18,016.87	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
CT002	CATEDRATICO TIEMPO COMPLETO	36,033.72	32,885.94	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
CD182	COORDINADOR DE CARRERA ESPANOL CALIDRATICO	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
CT002	ILMPO COMPLETO CATEDRATICO	37,774.42	24,561.03	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	37,194.18	22,353.11	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
CT002	TIEMPO COMPLETO CATEDRATICO	27,214.19	15,387.99	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	27,214.19
CT002	TIEMPO COMPLETO CATEDRATICO	31,856.05	11,787.11	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	31,856.05
CT002	TIEMPO COMPLETO CALIDRATICO	31,856.05	20,819.35	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	31,856.05
CD091	ASISTENTE TECNICO	41,836.04	18,911.76	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
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	21,801.19	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
OA002	ADMINISTRATIVO I OFICIAL	18,707.34	8,217.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,707.34
MO002	ODONTOLOGO MEDICO	18,700.76	9,075.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,700.76
SE004	SECRETARIA III CALIDRATICO	10,367.60	1,144.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,367.60
CT002	ILMPO COMPLETO	35,447.43	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

Msgr. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Raúl Octavio Turcios Barralón
Jefe Depto. de Recursos Humanos

Lc. Carmen Ismael Cordero Viera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE MARZO 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	9,837.12	1,096.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,837.12
CI002	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
CM002	CONTADOR I	10,907.40	6,618.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,907.40
CO002	CONSERJE CATEDRATICO	9,397.12	1,726.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
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
BI002	BIBLIOTECARIO I	9,397.12	4,100.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CO002	CONSERJE	9,397.12	5,846.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
MI002	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
CI002	CATEDRATICO TIEMPO COMPLETO	36,033.72	26,135.94	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
TI002	TRANSCRIPTOR DE DATOS	10,522.83	4,404.83	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,522.83
BI002	BIBLIOTECARIO I ADMINISTRADOR	9,397.12	8,562.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
AD005	DE SISTEMA	11,072.83	4,600.83	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,072.83
CI002	CATEDRATICO 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
TE001	TECNICO SOPORTE REDS Y PCS	13,732.19	7,166.75	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,732.19
CI002	CATEDRATICO TIEMPO COMPLETO	36,033.72	20,712.89	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72

Msc. Jorge Alberto Flores
Vice Rector Administrativo

Lc. Raúl Octavio Turcios
Jefe Depto. De Recursos Humanos

Lc. Carmen Dolores Vaz
Jefe del Depto. de Admin. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO 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	CATEGORICO A MEDIO TIEMPO	18,016.87	7,587.48	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	900.00	0.00	18,016.87
CT002	CATEGORICO 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
IT001	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
CT003	CATEGORICO A MEDIO TIEMPO	14,825.59	9,428.13	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	900.00	0.00	14,825.59
CD001	ASISTENTE TECNICO	41,836.04	31,826.30	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	41,836.04
GA002	GUARDALMACEN AUXILIAR DE	9,397.12	9,097.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,264.75	15,661.87
AR002	CONTABILIDAD	10,180.87	5,381.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,180.87
CO002	CONSERJE	9,397.12	37.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CT002	CATEGORICO 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	CATEGORICO 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
CD047	ACADEM.CUR. ASISTENTE	37,658.37	31,754.95	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	37,658.37
CD091	ASISTENTE TECNICO	41,836.04	30,977.26	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	41,836.04
CT002	CATEGORICO TIEMPO COMPLETO	29,651.16	24,770.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
CT002	CATEGORICO TIEMPO COMPLETO	25,473.49	14,306.97	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	CATEGORICO 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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

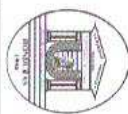
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PLANILLA DE PAGO MES DE MARZO DEL 2015

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 MÚLTIPLO TIEMPO TECNICO EN COMPUTACION	15,725.57	5.53	5,802.32	8,123.25	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	15,725.57
TX003	CATEDRATICO TIEMPO COMPLETO	10,755.40	5,276.53	0.00	8,389.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,755.40
CT002	CATEDRATICO TIEMPO COMPLETO	36,033.72	23,561.40	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	CATEDRATICO TIEMPO COMPLETO	36,033.72	26,668.56	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
AP002	ANALISTA PROGRAMADOR ASISTENTE TECNICO	13,941.93	12,314.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,941.93
CD091	AUDITOR I CATEDRATICO TIEMPO COMPLETO	41,836.04	30,048.98	11,604.65	16,246.51	0.00	0.00	0.00	12,184.88	0.00	1,800.00	0.00	41,836.04
AI002	AUDITOR I CATEDRATICO TIEMPO COMPLETO	8,950.84	1,176.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,370.50	14,321.34
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	22,446.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	23,196.03	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	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	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	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
CD104	CIENCIAS/EDUCACI ON CATEDRATICO TIEMPO COMPLETO	37,078.14	27,582.49	11,604.65	12,068.84	0.00	0.00	0.00	11,604.65	0.00	1,800.00	0.00	37,078.14
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	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

U.N.F.M.
UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS
L.C. MAU OCTAVIO TUCOS BARRERA
Jefe Depto. De Recursos Humanos
Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

U.N.F.M.
UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS
L.C. CARPENA GONZALEZ VEGA
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO 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 TILMPO COMPLETO	29,651.16	26,829.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
TD002	TRANSCRITOR DE DATOS	11,913.08	7,669.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,913.08
CT002	CATEDRÁTICO TIEMPO COMPLETO	25,473.49	20,553.93	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
CT002	CATEDRÁTICO TILMPO COMPLETO	29,651.16	26,529.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
AD002	AUXILIAR ADMINISTRATIVO	10,275.27	882.52	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	7,361.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,200.00
BU002	BIBLIOTECARIO I LABORATORIO	8,646.48	4,689.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,646.48
CU002	COMPUT CALDRA TICO	10,966.68	4,591.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,966.68
CT002	CATEDRÁTICO TIEMPO COMPLETO	29,651.16	13,224.92	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	CATEDRÁTICO 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	CATEDRÁTICO 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	CATEDRÁTICO 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	CATEDRÁTICO 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	CATEDRÁTICO TIEMPO COMPLETO	36,033.72	28,703.94	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	36,033.72
AP002	ANALISTA PROGRAMADOR	13,509.60	13,509.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,509.60

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lc. Carmen Solina López Vega
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

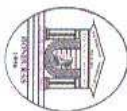
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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
AUXILIAR													
AD002	ADMINISTRATIVO	12,358.28	10,195.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,358.28
CT002	CATEDRATICO	25,473.49	23,196.53	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	25,473.49	22,196.53	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.49
GA001	GUARDALMAEEN	11,000.00	5,220.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,000.00
CI002	TIEMPO COMPLETO	29,651.16	22,529.94	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,651.16
TX003	COMPUTACION	9,218.72	8,418.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,218.72
OB003	OFICIAL DE INFORMACION	13,358.28	13,058.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,358.28
BI002	BIBLIOTECARIO I	9,218.72	8,918.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,218.72
BI002	BIBLIOTECARIO I	8,489.28	8,189.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
SI002	SECRETARIA I	8,489.28	6,200.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AO002	SERVICIOS ESPECIAL	8,489.28	7,489.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CO002	CONSULTE	8,489.28	3,787.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
TX003	TECNICO EN COMPUTACION	8,489.28	7,624.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CO004	CAJERO	8,500.00	8,390.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,500.00
OA002	OFICIAL ADMINISTRATIVO I	10,000.00	9,825.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE MARZO DEL 2015

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Colectivo 2014	Vacaciones	Total
SL001	SECRETARIA 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
MO002	ODONTOLOGO	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
BI002	BIBLIOTECARIO I	8,489.28	8,289.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AS002	ASLADORA	8,489.28	8,189.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
SL002	SECRETARIA I	8,489.28	8,289.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
VI002	VIGILANTE	8,489.28	8,289.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
AS002	ASLADORA	8,489.28	8,189.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CT002	TIEMPO COMPLETO	27,851.16	28,714.45	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,851.16
GA002	GUARDALMACEN	8,489.28	6,993.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28
CA002	ADMINISTRATIVO I	12,000.00	11,200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,000.00
CO002	CONSERJE	10,000.00	25.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00
CT003	MEDIO TIEMPO	15,086.03	13,728.28	5,802.32	9,281.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,086.03
CT002	TIEMPO COMPLETO	23,673.49	21,545.43	11,604.65	12,064.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
AD004	DE REDES	13,358.28	13,158.28	0.00	12,480.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,358.28
CT002	TIEMPO COMPLETO	27,851.16	47,098.87	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,851.16
TA001	AUDIOVISUAL	11,884.83	11,709.83	11,884.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,884.83
BI002	BIBLIOTECARIO I	9,000.00	8,925.00	9,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,000.00
Total		23,452,274.52	13,695,502.11	4,738,654.70	6,224,566.78	2,452,352.82	2,660,495.77	1,910,705.72	22,250.00	233,015.18	726,960.00	639,790.92	24,092,665.49

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carmelo Lemus Lopez Vera
Jefe del Depto. de Admon. General