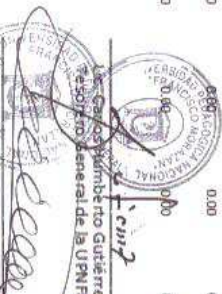


UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
MT003	MOTONISTA II	21.339.41	482.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21.339.41
SE007	SECRETARIA V	26,592.87	11,976.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,592.87
SE005	SECRETARIA IV	22,135.74	6,075.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,135.74
JE002	JEFE DE SECCION CATEDRATICO	24,030.00	8,460.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,030.00
CT002	TIEMPO COMPLETO	38,186.27	15,816.13	11,604.55	12,068.84	6,382.56	5,802.33	0.00	0.00	527.89	0.00	38,186.27
SE004	SECRETARIA III	23,312.57	12,227.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,312.57
SE003	SECRETARIA II	21,912.52	3,252.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,912.52
CN003	CONFADOR II	24,584.03	10,681.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,584.03
SE004	SECRETARIA III	22,707.81	10,201.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,707.81
OE002	OFICIAL DE REGISTRO COORDINADOR	22,152.67	8,803.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,152.67
CV003	VENTAS LIBRERIA	23,062.20	6,144.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,062.20
SE003	SECRETARIA II	21,301.79	2,494.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,301.79
SE003	SECRETARIA II	21,182.66	7,008.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,182.66
SE007	SECRETARIA V	28,058.33	15,995.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,058.33
SE003	SECRETARIA II	21,492.26	1,690.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,492.26


 L. Paul Octavio Turcios Barahona
 Jefe Depto. De Recursos Humanos


 Msc. Camarillo Lina Lopez Vera
 Jefe del Depto. de Admon. General

Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

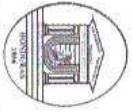
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
JE002	JEFE DE SECCION	31,965.90	22,854.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	31,965.90
SE002	SECRETARIA I	21,278.18	2,868.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,278.18
SE003	SECRETARIA II	20,502.68	9,119.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,502.68
OA001	OFICIAL ADMINISTRATIVO	29,312.99	14,194.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	29,312.99
RG001	REPERCIONISTA	21,442.15	3,247.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,442.15
AW002	AUXILIAR DE SERVICIOS ESPECIAL	20,619.77	4,359.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,619.77
AX003	AUX.SERV. ADMINISTRATIVOS	19,237.56	12,595.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,237.56
CO002	CONSERJE	16,953.62	11,030.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,953.62
CO002	CONSERJE	16,809.48	2,887.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,809.48
AW003	AUX.SERV. ADMINISTRATIVOS	21,960.61	3,585.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,960.61
AD002	AUXILIAR ADMINISTRATIVO	18,969.50	76.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,969.50
ST003	SECRETARIA DE RECTOR II	22,821.43	3,089.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,821.43
ON002	OFICIAL DE NOMINAS	41,644.39	20,655.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	41,644.39
AD001	ADMINISTRADOR	42,381.47	6,192.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	42,381.47
CH002	COORDINADOR ADMINISTRATIVO	24,050.23	14,512.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,050.23

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPMFM

Lic. Carmen Isabella Vezga
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE005	SECRETARIA IV	22,041.59	10,241.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,041.59
AB001	AUXILIAR OFICIAL DE INFORMACION	19,022.17	11,353.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,022.17
OB003	JEFE DEPARTAMENTO	23,419.16	9,389.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,419.16
JD002	BIBLIOTECARIA III	45,100.46	12,952.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45,100.46
SE002	SECRETARIA CAJERO-PAGADOR	20,607.16	32.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,607.16
Q004	RECEPTOR CATEDRATICO	20,503.28	2,426.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,870.17	42,373.45
CT002	TIEMPO COMPLETO CATEDRATICO	59,493.02	37,901.03	11,604.65	18,567.44	9,863.95	17,406.98	0.00	250.00	0.00	0.00	59,493.02
CT002	TIEMPO COMPLETO CATEDRATICO	59,529.97	45,338.88	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	2,357.88	0.00	59,529.97
CT002	TIEMPO COMPLETO CATEDRATICO	52,263.36	14,312.93	11,604.65	12,068.84	7,543.02	17,406.98	0.00	250.00	1,589.87	0.00	52,263.36
B004	BIBLIOTECARIA III CATEDRATICO	21,759.19	4,977.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,759.19
CT002	TIEMPO COMPLETO CATEDRATICO	59,498.51	18,651.87	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	2,326.42	0.00	59,498.51
CT002	TIEMPO COMPLETO CATEDRATICO	57,830.53	11,184.33	11,604.65	16,246.51	8,703.49	17,406.98	0.00	250.00	1,818.90	0.00	57,830.53
CT002	TIEMPO COMPLETO CATEDRATICO	55,387.92	49,429.84	11,604.65	16,246.51	8,703.49	15,086.05	0.00	250.00	1,697.22	0.00	55,387.92
CO326	JEFE DE PRACTICA DOCENTE (PARE)	41,011.18	11,604.65	11,604.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,760.14	0.00	61,717.36

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Msc. Gerardo Solís López
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
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PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

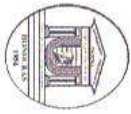
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	TIEMPO COMPLETO CATEDRATICO	59,073.80	23,010.90	11,504.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,901.71	0.00	59,073.80
CD091	ASISTENTE TECNICO CATEDRATICO	75,862.65	69,068.54	11,504.65	18,567.44	12,184.88	17,406.98	12,184.88	250.00	1,853.82	0.00	75,862.65
CT002	TIEMPO COMPLETO CATEDRATICO	46,977.91	28,537.40	11,504.65	18,567.44	11,024.42	3,481.40	0.00	0.00	500.00	0.00	46,977.91
CT002	TIEMPO COMPLETO CATEDRATICO	57,553.26	43,564.00	11,504.65	16,246.51	8,703.49	17,406.98	0.00	250.00	1,641.63	0.00	57,553.26
CT002	TIEMPO COMPLETO DIRECTOR DE	63,521.28	30,984.06	11,504.65	18,567.44	12,184.88	17,406.98	0.00	250.00	1,807.33	0.00	63,521.28
CD011	FUNDACION U.P.N COORD. ASUNT. ACAD.	81,995.81	68,869.26	11,504.65	12,068.84	8,703.49	17,406.98	27,851.16	250.00	2,310.69	0.00	81,995.81
CD045	MICOS RECTORIA SECRETARIO	62,476.55	1,305.56	11,504.65	0.00	9,863.95	17,406.98	19,777.91	250.00	1,823.06	0.00	62,476.55
CD016	GENERAL COORD. LAB. MEDICIN	80,949.61	65,373.25	11,504.65	16,246.51	8,703.49	12,765.12	27,851.16	250.00	1,728.68	0.00	80,949.61
CD142	A. DEL REPORTE CATEDRATICO	69,738.21	45,435.04	11,504.65	16,246.51	12,184.88	17,406.98	8,123.26	250.00	2,121.93	0.00	69,738.21
CT002	TIEMPO COMPLETO CATEDRATICO	55,375.35	40,124.03	11,504.65	16,246.51	9,863.95	15,085.05	0.00	250.00	524.19	0.00	55,375.35
CT002	TIEMPO COMPLETO CATEDRATICO	62,314.90	42,582.57	11,504.65	18,567.44	11,024.42	17,406.98	0.00	250.00	1,661.41	0.00	62,314.90
CT002	TIEMPO COMPLETO CATEDRATICO	53,983.13	48,369.48	11,504.65	18,567.44	7,543.02	12,765.12	0.00	250.00	1,452.90	0.00	53,983.13
CT002	TIEMPO COMPLETO CATEDRATICO	51,161.50	46,429.03	11,504.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,648.47	0.00	51,161.50
CD136	JEFE DE TALLER DE METALES CATEDRATICO	61,858.93	30,180.78	11,504.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,901.71	0.00	61,858.93
CT002	TIEMPO COMPLETO CATEDRATICO	55,215.14	50,158.38	11,504.65	16,246.51	6,382.56	17,406.98	0.00	250.00	1,524.44	0.00	55,215.14

[Signature]
Lc. Raul Octavio Turcos Barrios
Jefe Depto. De Recursos Humanos

[Signature]
Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNMA

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carme Alejandra Lopez Verea
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

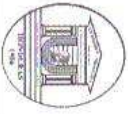
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD012	DIRECTOR ADMINISTRATIVO	90,689.50	61,525.37	11,604.65	16,246.51	11,024.42	17,406.98	30,172.09	250.00	2,184.85	0.00	90,689.50
CT002	CATEDRATICO	52,713.43	22,281.84	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	879.47	0.00	52,713.43
CT002	TIEMPO COMPLETO											
CT002	CATEDRATICO	53,579.84	26,396.07	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,745.88	0.00	53,579.84
CT002	TIEMPO COMPLETO											
CD001	RECTORIA	98,340.85	73,998.52	11,604.65	16,246.51	9,863.95	17,406.98	39,455.81	250.00	1,712.95	0.00	98,340.85
CD001	DEPTO. RECURSOS HUMANOS	70,250.57	23,873.95	11,604.65	12,068.84	8,703.49	17,406.98	16,826.74	250.00	1,589.87	0.00	70,250.57
CD029	DIRECTOR ESPECIAL CURSIV. SRC	84,839.99	71,372.56	11,604.65	16,246.51	8,703.49	17,406.98	26,690.70	250.00	2,137.66	0.00	84,839.99
CT002	CATEDRATICO	56,441.04	29,811.39	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,589.88	0.00	56,441.04
CT002	TIEMPO COMPLETO											
CT002	CATEDRATICO	53,423.83	30,915.67	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,589.87	0.00	53,423.83
CT002	TIEMPO COMPLETO											
CD047	ACADEM. CUR. ASISTENTE TECNICO	60,872.16	57,386.39	11,604.65	16,246.51	0.00	17,406.98	12,184.88	350.00	1,379.14	0.00	60,872.16
CT002	CATEDRATICO	53,511.73	33,392.54	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,677.77	0.00	53,511.73
CT002	TIEMPO COMPLETO											
CT002	CATEDRATICO	58,963.69	38,704.69	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,791.60	0.00	58,963.69
CT002	TIEMPO COMPLETO											
CT002	CATEDRATICO	49,237.02	44,553.06	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,348.65	0.00	49,237.02
CT002	TIEMPO COMPLETO											
CT002	CATEDRATICO	56,453.97	19,218.80	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,602.81	0.00	56,453.97
CT002	TIEMPO COMPLETO											
CT002	CATEDRATICO	55,440.75	16,251.67	11,604.65	16,246.51	8,703.49	15,086.05	0.00	250.00	1,750.05	0.00	55,440.75
CT002	TIEMPO COMPLETO											
CT002	CATEDRATICO	54,183.91	53,704.20	11,604.65	18,962.84	7,543.02	17,406.98	0.00	250.00	2,011.82	0.00	54,183.91
CT002	TIEMPO COMPLETO											

Rudi-Gustavo Turcios Escobar
 Jefe Depto. De Recursos Humanos

Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo

Lidia Carmona Balleina Lopez Vaca
 Jefe del Depto. de Admon. General



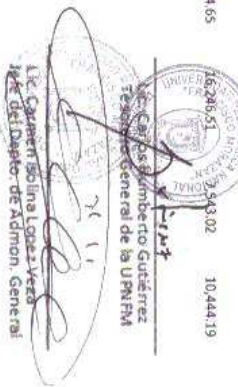
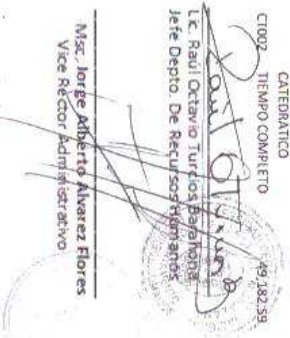
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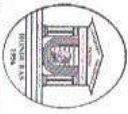
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	55,006.24	31,717.74	11,604.65	12,068.84	9,863.95	17,406.98	0.00	250.00	2,011.82	0.00	55,006.24
CD300	COORDINADOR DE PROGRAMA	76,726.52	50,652.06	11,604.65	12,068.84	9,863.95	17,406.98	21,468.60	250.00	2,263.50	0.00	76,726.52
CT002	CATEDRATICO TIEMPO COMPLETO	59,089.53	44,588.14	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,917.44	0.00	59,089.53
CT002	CATEDRATICO TIEMPO COMPLETO	56,646.12	41,845.88	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,794.96	0.00	56,646.12
CD070	DEPARTAMENTO ARTE	58,596.51	15,452.86	11,604.65	12,068.84	7,543.02	8,123.26	16,826.74	0.00	630.00	0.00	58,596.51
CT002	CATEDRATICO TIEMPO COMPLETO	53,391.58	35,605.81	11,604.65	18,567.44	7,543.02	12,765.12	0.00	250.00	861.35	0.00	53,391.58
CT002	CATEDRATICO TIEMPO COMPLETO	52,159.11	29,610.34	11,604.65	12,068.84	7,543.02	17,406.98	0.00	250.00	1,485.62	0.00	52,159.11
CD034	DIRECTOR DE EXTENSION	77,430.84	50,080.16	11,604.65	18,567.44	8,703.49	15,086.05	19,727.91	250.00	1,691.30	0.00	77,430.84
CT004	CATEDRATICO POR HORA	16,240.00	4,616.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,240.00
CT002	CATEDRATICO TIEMPO COMPLETO	41,673.10	18,441.42	11,604.65	12,068.84	0.00	15,086.05	0.00	250.00	863.56	0.00	41,673.10
CT002	CATEDRATICO TIEMPO COMPLETO	59,951.13	29,639.00	11,604.65	18,567.44	8,703.49	17,406.98	0.00	250.00	1,618.57	0.00	59,951.13
CD075	DEPTO. PROTOCOLO Y CEREMON	63,317.02	46,745.11	11,604.65	12,068.84	6,382.56	12,765.12	16,826.74	250.00	1,619.11	0.00	63,317.02
IN002	INSTRUCTOR CATEDRATICO	17,747.81	7,890.99	11,604.65	0.00	0.00	3,481.40	0.00	0.00	861.76	0.00	17,747.81
CT002	CATEDRATICO TIEMPO COMPLETO	51,438.09	15,858.36	11,604.65	16,246.51	7,543.02	12,765.12	0.00	250.00	1,228.79	0.00	51,438.09
CT002	CATEDRATICO TIEMPO COMPLETO	49,182.59	30,095.95	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,294.22	0.00	49,182.59

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Solina Lopez Vaca
Rectora General de la UPNFM





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

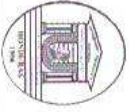
Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
TECN. ASUNTOS												
CD089	VRAD	69,389.53	20,964.93	11,604.65	16,246.51	9,863.95	12,765.12	15,086.05	250.00	1,773.25	0.00	69,389.53
CT002	CATEDRATICO TIEMPO COMPLETO	53,122.16	40,796.94	11,604.65	16,246.51	7,543.02	15,086.05	0.00	125.00	716.93	0.00	53,122.16
CT002	CATEDRATICO TIEMPO COMPLETO	56,313.19	51,086.58	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,462.03	0.00	56,313.19
CD099	JEFE DE SECCION DE NATURALES	58,080.12	47,789.16	11,604.65	17,068.84	8,703.49	10,444.19	11,604.65	250.00	1,604.30	0.00	58,080.12
CT002	CATEDRATICO TIEMPO COMPLETO	56,980.77	22,283.59	11,604.65	18,567.44	8,703.49	15,086.05	0.00	250.00	969.14	0.00	56,980.77
CT002	CATEDRATICO TIEMPO COMPLETO	46,190.53	35,594.29	11,604.65	12,068.84	6,382.56	12,765.12	0.00	250.00	1,319.36	0.00	46,190.53
CT002	CATEDRATICO TIEMPO COMPLETO	42,599.52	28,172.28	11,604.65	12,068.84	7,543.02	8,123.26	0.00	250.00	1,209.75	0.00	42,599.52
B002	BIBLIOTECARIO I DIRECTOR DE SERVICIOS ESTUDIAN CATEDRATICO	22,496.59	12,420.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,496.59
CD098	SERVICIOS ESTUDIAN CATEDRATICO	77,840.64	69,923.84	11,604.65	16,246.51	8,703.49	17,406.98	19,727.91	250.00	2,101.10	0.00	77,840.64
CT002	TIEMPO COMPLETO	54,228.67	32,630.88	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,698.44	0.00	54,228.67
CD091	ASISTENTE TECNICO CATEDRATICO	58,513.24	18,505.02	11,604.65	16,246.51	7,543.02	8,123.26	12,184.88	0.00	1,010.92	0.00	58,513.24
CT002	TIEMPO COMPLETO	35,983.57	23,454.27	11,604.65	12,068.84	6,382.56	3,481.40	0.00	125.00	521.12	0.00	35,983.57
CT002	TIEMPO COMPLETO	53,849.59	36,865.37	11,604.65	18,567.44	7,543.02	12,765.12	0.00	250.00	1,319.36	0.00	53,849.59
C0002	CONTADOR I COORDINADOR DE EVALUACION CUR	21,651.46	9,337.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,094.89	44,746.35
CD086	EVALUACION CUR	65,812.66	50,461.10	11,604.65	16,246.51	8,703.49	10,444.19	15,086.05	250.00	1,677.77	0.00	65,812.66

Lc. Raul Octavio Torres Batallas
Jefe Depto. De Recursos Humanos

Lc. Carmen Lidia Torres Vazquez
Jefe del Depto. de Recursos Humanos

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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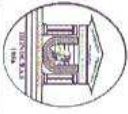
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
0A001	OFICIAL ADMINISTRATIVO	23,728.89	1,148.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,728.89
AL003	ASCENSORISTA	16,932.01	5,868.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,932.01
CT002	CATEDRATICO TIEMPO COMPLETO	38,520.14	32,303.33	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	861.76	0.00	38,520.14
SE003	SECRETARIA II	20,391.48	2,016.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,391.48
JE002	JEFE DE SECCION MEDICO	41,423.28	34,695.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	41,423.28
MD002	ODONTOLOGO	34,148.27	10,501.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34,148.27
CD069	DEPARTAMENTO CIENCIAS/EDU	67,285.50	30,284.88	11,604.65	16,246.51	8,703.49	10,444.19	16,826.74	250.00	1,409.92	0.00	67,285.50
CT002	CATEDRATICO TIEMPO COMPLETO	49,727.12	23,889.17	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,838.75	0.00	49,727.12
SE002	SECRETARIA I CATEDRATICO	18,632.12	6,187.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,632.12
CT002	TIEMPO COMPLETO HEMPO COMPLETO	47,304.61	40,086.50	11,604.65	16,246.51	6,382.56	10,444.19	0.00	250.00	576.70	0.00	47,304.61
CD114	DEPARTAMENTO NATURA	55,746.00	32,705.87	11,604.65	16,246.51	6,382.56	8,123.26	11,024.42	250.00	314.60	0.00	55,746.00
CT002	CATEDRATICO TIEMPO COMPLETO	50,341.57	31,693.13	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,292.73	0.00	50,341.57
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	10,009.63	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
OF002	OFICIAL DE PERSONAL CATEDRATICO	25,747.65	12,995.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,747.65
CT002	TIEMPO COMPLETO	42,580.24	38,878.82	11,604.65	17,068.91	6,632.56	10,444.19	0.00	0.00	280.00	0.00	42,580.24

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Rector General de la UPN FM

Lc. Carolina Domínguez Vera
Rectora General de Admón. General



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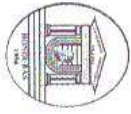
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
0A003	ADMINISTRATIVO II OFICINISTA	21,944.32	2,229.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,944.32
0T002	TRANSSCRIPORA DEPARTAMENTO EDUCACION FI	20,610.19	3,746.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,610.19
00068	EDUCACION FI CATEDRATICO DEPARTAMENTO TIEMPO COMPLETO	58,742.58	21,833.15	11,604.65	16,246.51	7,543.02	3,481.40	16,826.74	250.00	990.26	0.00	58,742.58
CT002	TIEMPO COMPLETO DEPARTAMENTO SOCIALES	44,471.58	18,222.36	11,604.65	16,246.51	6,382.56	8,123.26	0.00	0.00	314.60	0.00	44,471.58
CT003	TIEMPO COMPLETO CATEDRATICO SOCIALS	72,106.92	29,743.49	11,604.65	16,246.51	6,382.56	17,406.98	16,826.74	250.00	1,589.48	0.00	72,106.92
CT002	TIEMPO COMPLETO CATEDRATICO	45,989.25	33,306.22	11,604.65	18,567.44	7,543.02	5,802.33	0.00	0.00	671.81	0.00	45,989.25
CT003	TIEMPO COMPLETO CATEDRATICO MEDIO TIEMPO	20,047.69	18,268.87	5,802.33	8,123.26	0.00	5,222.10	0.00	0.00	0.00	0.00	20,047.69
SE002	SECRETARIA I INFORMAL EDUCATI	18,707.58	1,085.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,707.58
CO150	V	56,096.62	45,392.89	11,604.65	16,246.51	8,703.49	8,123.26	8,123.26	0.00	1,495.45	0.00	56,096.62
CO002	CONSERJE AYUDANTE DE MANTENIMIENTO	17,248.04	1,921.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,248.04
AV002	MANTENIMIENTO	16,881.70	2,163.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,881.70
AZ002	ASISTENTE CATEDRATICO	30,689.94	4,574.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,689.94
CT002	TIEMPO COMPLETO DEPARTAMENTO MATEMATICAS	46,263.08	27,118.67	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	945.64	0.00	46,263.08
CO061	MATEMATICAS CATEDRATICO A MEDIO TIEMPO	64,465.11	52,612.90	11,604.65	16,246.51	7,543.02	10,444.19	16,826.74	0.00	0.00	0.00	64,465.11
CT003	MEDIO TIEMPO	16,107.08	1,983.89	5,802.33	6,382.56	0.00	2,901.17	0.00	0.00	469.16	0.00	16,107.08

Msc. Jorge Alberto Avarez Flores
Vice Rector Administrativo

Lic. Carmelito López Velez
Jefe del Depto. de Admon. General





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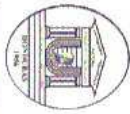
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CT002	CALEBRATICO TIEMPO COMPLETO	48,081.47	30,443.67	11,604.65	16,246.51	6,382.56	10,444.19	0.00	250.00	1,353.56	0.00	48,081.47
CT002	CATEDRATICO TIEMPO COMPLETO	54,064.93	45,137.19	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,534.70	0.00	54,064.93
SE002	SECRETARIA I	18,397.35	10,649.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,397.35
CO004	COORDINADOR PUBLICACIONES	44,200.16	40,044.60	11,604.65	12,068.84	0.00	3,481.40	15,086.05	0.00	159.22	0.00	44,200.16
OS003	OPERADOR SISTEMAS CCS	22,168.89	8,953.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,168.89
AV003	AUX.SERV.ADMINISTRATIVOS	18,864.52	5,983.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,864.52
CD006	VICERECTOR(A) ACADEMICO(A)	84,021.68	44,478.19	11,604.65	16,246.51	9,863.95	10,444.19	32,493.02	250.00	1,319.36	0.00	84,021.68
CT002	CATEDRATICO TIEMPO COMPLETO	56,355.82	26,651.86	11,604.65	18,567.44	9,863.95	12,765.12	0.00	250.00	1,504.66	0.00	56,355.82
CT002	CATEDRATICO TIEMPO COMPLETO	50,588.76	25,336.26	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,539.92	0.00	50,588.76
CT002	CATEDRATICO TIEMPO COMPLETO	46,640.22	35,821.00	11,604.65	16,246.51	7,543.02	8,123.26	0.00	250.00	1,072.78	0.00	46,640.22
TT002	TRANSCRIPCIÓN DE DATOS	20,635.35	13,137.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,635.35
AE003	ASISTENTE	16,881.24	11,364.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,881.24
AZ002	ASISTENTE	27,201.55	9,988.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,201.55
JE002	JEFE DE SECCION DIRECTOR ESPECIAL	30,535.56	254.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,535.56
CO027	CUNIV.SPS	84,232.86	46,630.55	11,604.65	16,246.51	8,703.49	17,406.98	26,690.70	250.00	1,530.53	0.00	84,232.86

Msc. Jorge Alberto Alvarez Flores
Vicedirector Administrativo

LC. Raul Octavio Turgio Rosales
Jefe Depto. De Recursos Humanos

LC. Carlos Humberto Gutierrez
Tesorero General de la UPNFM

LC. Carmen Isolde Cortez Vera
Jefe del Depto. de Admon. General



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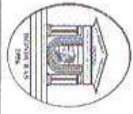
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CO002	CONSERJE CATEDRATICO	17,331.72	14,584.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,331.72
CT002	TIEMPO COMPLETO	49,012.90	36,094.32	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,124.53	0.00	49,012.90
SE003	SECRETARIA II	21,040.01	13,999.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,040.01
CN002	CONTADOR I	21,916.95	133.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,916.95
CO002	CONSERJE TRANSCRIPTOR DE DATOS	16,477.98	3,570.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,477.98
TD002	DATOS	19,407.79	11,024.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,407.79
CO002	CONSERJE CATEDRATICO	16,023.08	4,393.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,023.08
CT002	TIEMPO COMPLETO	51,052.17	28,249.60	11,604.65	18,567.44	7,543.02	10,444.19	0.00	0.00	1,092.87	0.00	51,052.17
SE002	SECRETARIA I CATEDRATICO	16,980.92	3,339.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,980.92
CT002	TIEMPO COMPLETO CATEDRATICO	51,073.61	46,792.72	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,560.58	0.00	51,073.61
CT002	TIEMPO COMPLETO DEPARTAMENTO	44,090.16	14,675.58	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,539.92	0.00	44,090.16
CO115	LETRAS CATEDRATICO A	48,264.88	17,467.57	11,604.65	12,068.84	0.00	10,444.19	11,024.42	250.00	1,072.78	0.00	48,264.88
CT003	MEDIO TIEMPO CATEDRATICO	18,887.22	17,201.24	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	0.00	0.00	18,887.22
CT002	TIEMPO COMPLETO CATEDRATICO	58,529.37	38,173.46	11,604.65	18,567.44	7,543.02	17,406.98	0.00	0.00	1,567.28	0.00	58,529.37
CT002	TIEMPO COMPLETO CATEDRATICO	51,079.70	21,003.32	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,566.67	0.00	51,079.70

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

Lc. Humberto Gutiérrez
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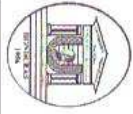
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CD137	JEFE DE TALLER DE ELECTRICIDAD CATEDRATICO	63,618.44	41,835.40	11,604.65	16,246.51	6,382.56	17,406.98	8,123.26	250.00	1,804.48	0.00	63,618.44
CT002	TIEMPO COMPLETO JEFE DE SECCION DE EDUCACION F	43,924.84	31,277.94	11,604.65	16,246.51	6,382.56	5,800.33	0.00	250.00	1,838.99	0.00	43,924.84
CD103	JEFE DE SECCION DE INSCRIPCION DE DATOS	58,244.87	52,310.28	11,604.65	16,246.51	7,593.02	8,123.26	11,604.65	250.00	1,072.78	0.00	58,244.87
TD002	CATEDRATICO TIEMPO COMPLETO	22,390.32	8,105.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,390.32
CT002	CATEDRATICO TIEMPO COMPLETO	41,302.09	32,601.40	11,604.65	12,068.84	6,382.56	8,123.26	0.00	250.00	1,072.78	0.00	41,302.09
TL002	TELEFONISTA DEPARTAMENTO TECNALUMINE	17,128.98	7,354.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,128.98
CD067	CATEDRATICO TIEMPO COMPLETO	61,424.17	39,384.17	11,604.65	12,068.84	7,543.02	10,444.19	16,826.74	250.00	886.73	0.00	61,424.17
CT002	CATEDRATICO TIEMPO COMPLETO	48,205.07	17,583.64	11,604.65	16,246.51	7,543.02	10,444.19	0.00	0.00	586.70	0.00	48,205.07
CT002	CATEDRATICO TIEMPO COMPLETO	43,814.42	24,073.90	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,264.18	0.00	43,814.42
CD022	DECANO FACULTAD DE HUMANIDADES CATEDRATICO	77,058.90	60,204.19	11,604.65	16,246.51	8,703.49	12,765.12	24,369.77	250.00	1,319.36	0.00	77,058.90
CT002	CATEDRATICO TIEMPO COMPLETO	38,962.91	30,285.33	11,604.65	16,246.51	0.00	8,123.26	0.00	250.00	938.49	0.00	38,962.91
CN003	CONTADOR II PLANIFICADOR	21,475.44	8,794.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,475.44
PL002	PLANIFICADOR SECRETARIA I	38,466.91	23,445.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38,466.91
SE002	SECRETARIA I	18,682.69	25,143	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,682.69
SE002	SECRETARIA I	18,102.85	11,240.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,102.85

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

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

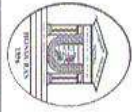
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Carga	Colectivo	Derechos Adquir.	Vacaciones	Total
SE002	SECRETARIA I	19,340.12	11,666.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,340.12
BI004	BIBLIOTECARIA III	25,491.12	17,994.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,491.12
CT002	TIEMPO COMPLETO CATEDRATICO	31,848.03	18,971.19	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	456.17	0.00	31,848.03
CO051	VICE DECANO FACULTAD CIENCIAS	69,129.95	40,521.03	11,604.65	16,246.51	9,863.95	10,444.19	17,987.21	0.00	1,183.44	0.00	69,129.95
CT002	TIEMPO COMPLETO CATEDRATICO	46,816.45	33,195.02	11,604.65	16,246.51	7,543.02	8,123.26	0.00	250.00	1,249.01	0.00	46,816.45
CO096	JEFE DE SECCION DE MATEMATICAS	63,029.05	46,464.73	11,604.65	16,246.51	9,863.95	10,444.19	11,604.65	250.00	1,215.10	0.00	63,029.05
CT002	TIEMPO COMPLETO CATEDRATICO	50,525.84	38,279.02	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,477.00	0.00	50,525.84
CT002	TIEMPO COMPLETO CATEDRATICO	46,500.88	35,523.26	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,183.44	0.00	46,500.88
CI002	TIEMPO COMPLETO CATEDRATICO	48,139.52	26,029.39	11,604.65	18,567.44	9,863.95	5,802.33	0.00	0.00	501.15	0.00	48,139.52
SE003	SECRETARIA II CATEDRATICO	20,620.80	3,688.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,620.80
CT002	TIEMPO COMPLETO CATEDRATICO	54,797.25	48,168.47	11,604.65	16,246.51	6,382.56	17,406.98	0.00	0.00	1,346.55	0.00	54,797.25
BI003	BIBLIOTECARIA II	20,630.83	1,915.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,630.83
CT003	TIEMPO COMPLETO CATEDRATICO	24,979.67	22,306.30	5,802.33	9,283.73	3,771.51	5,222.10	0.00	0.00	0.00	0.00	24,979.67
CT002	TIEMPO COMPLETO CATEDRATICO	49,982.28	35,834.18	11,604.65	16,246.51	8,703.49	10,444.19	0.00	0.00	1,183.44	0.00	49,982.28
CO054	DEPARTAMENTO TECNICA INDU	63,272.61	51,017.25	11,604.65	16,246.51	7,543.02	8,123.26	16,826.74	0.00	1,128.43	0.00	63,272.61

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

Lic. Roberto Gutiérrez
Jefe del Servicio de Admon. General

Msc. Jorge Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Soledad López Vique
Jefe del Servicio de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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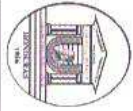
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
AV001	AYUDANTE DE MANTENIMIENTO	16,529.23	3,116.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,063.41	34,997.86
AM002	AUXILIAR DE MANTENIMIENTO I CATEGORICO	16,529.23	3,886.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,529.23
CT002	TIEMPO COMPLETO CATEGORICO	56,179.15	36,631.82	11,604.65	16,246.51	7,543.02	17,406.98	0.00	0.00	1,577.99	0.00	56,179.15
CO091	ASISTENTE TECNICO DEPARTAMENTO EDUCAC	59,397.69	37,326.38	11,604.65	16,246.51	8,703.49	8,123.26	12,184.88	0.00	724.90	0.00	59,397.69
CO118	EDUCAC CATEGORICO	57,874.43	42,747.48	11,604.65	16,246.51	6,382.56	10,444.19	11,024.42	0.00	372.10	0.00	57,874.43
CT002	TIEMPO COMPLETO	46,682.02	31,596.06	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,364.58	0.00	46,682.02
SE002	SECRETARIA I	19,177.78	2,154.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,177.78
TE002	TESORERO	51,030.71	14,729.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51,030.71
SE005	SECRETARIA IV I.H.T.	21,865.38	11,876.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,865.38
JD002	DEPARTAMENTO	45,715.51	29,098.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45,715.51
SI003	SECRETARIA II	19,971.74	4,802.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,971.74
SE005	SECRETARIA IV	21,635.24	10,712.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,635.24
CO074	DEPARTAMENTO DE TECNOLOGIA EDUCACIONAL	63,765.54	35,776.90	11,604.65	18,567.44	7,543.02	8,123.26	15,086.05	0.00	1,041.12	0.00	63,765.54
CT002	TIEMPO COMPLETO CATEGORICO	40,744.40	19,475.95	11,604.65	12,068.84	6,382.56	8,123.26	0.00	0.00	765.09	0.00	40,744.40
CD035	DIRECTOR DE EVALUACION	69,991.85	42,772.61	11,604.65	16,246.51	8,703.49	10,444.19	19,727.91	250.00	1,215.10	0.00	69,991.85

Msc. Jorge Alberto Alvarez Flores
Vice-Rector Administrativo

Lc. Carmen Soliminas Vessa
Jefe del Depto. de Admon. General

[Handwritten signature]
Lc. Raul Octavio Turrós Barahona
Jefe Depto. De Recursos Humanos

[Handwritten signature]
Lc. Sergio Humberto Gutiérrez
Tesorero General de la UPNFM

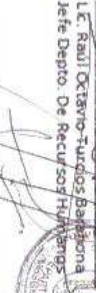



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS



PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CO002	CONSEJERIE TECNICASUNTOS	15,721.40	5,979.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,721.40
CO090	VRAC	60,718.09	47,887.40	11,604.65	16,246.51	9,863.95	5,802.33	15,086.05	0.00	314.60	0.00	60,718.09
MT002	MOTORISTA CATEDRATICO	18,991.39	1,987.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,991.39
CT002	TIEMPO COMPLETO DEPARTAMENTO	40,873.20	21,463.27	11,604.65	12,068.84	6,382.56	8,123.26	0.00	0.00	893.89	0.00	40,873.20
CO117	TECAL	59,940.96	33,433.13	11,604.65	16,246.51	7,543.02	10,444.19	11,024.42	0.00	1,278.17	0.00	59,940.96
BI003	BIBLIOTECARIA II CATEDRATICO	18,965.43	8,390.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	712.68	19,678.11
CT002	TIEMPO COMPLETO DEPARTAMENTO	45,908.86	27,224.11	11,604.65	12,068.84	6,382.56	11,765.12	0.00	0.00	1,287.69	0.00	45,908.86
CO118	EDUCAC FACULTAD	56,341.86	30,500.57	11,604.65	16,246.51	9,863.95	5,802.33	11,024.42	0.00	0.00	0.00	56,341.86
CO052	HUMANIDAD	67,969.49	45,952.07	11,604.65	16,246.51	8,793.49	10,444.19	17,987.21	0.00	1,183.44	0.00	67,969.49
CO091	ASISTENTE TECNICO DEPARTAMENTO	53,205.31	15,326.13	11,604.65	12,068.84	6,382.56	8,123.26	12,184.88	0.00	1,041.12	0.00	53,205.31
CO065	LETRAS DEPARTAMENTO	63,304.65	33,580.22	11,604.65	18,567.44	8,703.49	5,802.33	16,826.74	0.00	0.00	0.00	63,304.65
CO119	CIENCI	53,361.63	40,526.69	11,604.65	16,246.51	6,382.56	5,802.33	11,024.42	0.00	501.16	0.00	53,361.63
SE002	SECRETARIA I CATEDRATICO	20,504.01	12,178.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,504.01
CT002	TIEMPO COMPLETO DEPARTAMENTO	42,323.21	35,652.51	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	1,183.44	0.00	42,323.21
CO064	NATURALES	60,279.42	43,267.52	11,604.65	16,246.51	7,543.02	5,802.33	16,826.74	0.00	456.17	0.00	60,279.42

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

Lc. Carmen Espinal Speet-Vera
Jefe de Depto. de Admon. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
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CD091	ASISTENTE TECNICO JEFE DE SECCION DE NATURALES	51,700.00	46,544.45	11,604.65	16,246.51	6,382.56	3,481.40	12,184.88	0.00	0.00	0.00	51,700.00
CD154	CATEDRATICO	46,482.84	17,919.43	11,604.65	12,068.84	0.00	8,123.26	11,604.65	0.00	1,281.44	0.00	46,482.84
CT002	TIEMPO COMPLETO CATEDRATICO	51,246.99	27,787.14	11,604.65	16,246.51	7,543.02	12,765.12	0.00	0.00	1,287.69	0.00	51,246.99
CT002	TIEMPO COMPLETO CATEDRATICO	38,699.50	11,072.76	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	1,011.12	0.00	38,699.50
CT002	TIEMPO COMPLETO CATEDRATICO	42,323.21	38,662.35	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	1,183.44	0.00	42,323.21
CT002	TIEMPO COMPLETO CATEDRATICO	41,667.66	26,176.11	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	527.89	0.00	41,667.66
RC001	RECEPCIONISTA	17,322.93	4,309.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,322.93
CD048	COORDINADOR DE UMCE	54,491.73	17,418.22	11,604.65	12,068.84	7,543.02	8,123.26	12,184.88	0.00	1,167.08	0.00	54,491.73
CD300	COORDINADOR DE PROGRAMAMA CATEDRATICO	64,190.38	3,876.38	11,604.65	12,068.84	7,543.02	8,123.26	21,468.60	0.00	1,562.01	0.00	64,190.38
CT002	TIEMPO COMPLETO CATEDRATICO	56,214.63	49,747.91	11,604.65	16,246.51	7,543.02	17,406.98	0.00	0.00	1,613.47	0.00	56,214.63
CT002	TIEMPO COMPLETO CATEDRATICO	38,957.86	29,663.98	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	1,183.44	0.00	38,957.86
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	29,336.95	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CH002	COORDINADOR ADMINISTRATIVO	22,571.28	11,883.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,571.28
AV001	AYUDANTE DE MANTENIMIENTO	15,618.50	3,292.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,618.50
CO153	JEFE DE SECCION DE SOCIALES	56,618.52	49,481.04	11,604.65	16,246.51	8,708.19	5,802.33	11,604.65	0.00	856.89	0.00	56,618.52

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

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



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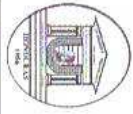
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ANALISTA												
AP002	PROGRAMADOR	26,505.07	4,811.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,505.07
CT002	CATEDRATICO TIEMPO COMPLETO	34,052.92	15,910.68	11,604.65	12,068.84	0.00	8,123.26	0.00	0.00	456.17	0.00	34,052.92
BH002	BIBLIOTECARIO I	17,614.38	1,046.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,614.38
AK002	AUDITOR I CATEDRATICO	21,332.48	11,261.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,332.48
CT002	TIEMPO COMPLETO OFICIAL DE	38,867.29	3,555.96	11,604.65	16,246.51	0.00	8,123.26	0.00	0.00	1,092.87	0.00	38,867.29
TE003	TESORERA VICERECTOR(A)	26,050.56	15,798.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,050.56
CD008	EDUCA. DISTANCI VICE RECTOR(A)	84,806.93	62,471.83	11,604.65	16,246.51	8,703.49	12,765.12	32,493.02	0.00	1,194.14	0.00	84,806.93
CD010	INVESTI. POSTGRA SUB DIRECTOR	82,194.96	64,224.70	11,604.65	18,567.44	8,703.49	8,123.26	32,493.02	0.00	903.10	0.00	82,194.96
CD006	CENT. INV. INNOV. ED DEPARTAMENTO	63,907.86	46,326.64	11,604.65	16,246.51	8,703.49	8,123.26	16,246.51	0.00	1,183.24	0.00	63,907.86
CD120	ARTE CATEDRATICO	44,712.60	35,206.55	11,604.65	12,068.84	6,382.56	1,240.70	11,024.42	0.00	91.43	0.00	44,712.60
CT002	TIEMPO COMPLETO CATEDRATICO	46,211.33	41,288.13	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	893.89	0.00	46,211.33
CT002	TIEMPO COMPLETO DECANO FACULTAD	45,427.13	30,007.11	11,604.65	16,246.51	8,703.49	5,802.33	0.00	0.00	1,270.15	0.00	45,427.13
CD021	DE CIENCIA Y T	73,740.92	48,220.70	11,604.65	16,246.51	8,703.49	10,444.19	24,369.77	0.00	572.31	0.00	73,740.92
SE002	SECRETARIA I CATEDRATICO A	17,024.00	4,762.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,024.00
CT003	MEDIO TIEMPO	17,337.64	14,007.80	5,802.33	6,034.42	3,104.38	870.35	0.00	0.00	539.26	0.00	17,337.64

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carlos Andrés Guterres
Tesorero General de la UPNFM

L.C. Carmen Isolina Lopez Vega
Jefe del Estado de Admón. General



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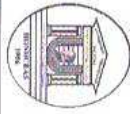
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CT002	CATEDRATICO TIEMPO COMPLETO	49,690.64	31,634.84	11,604.65	16,246.51	6,382.56	12,765.12	0.00	0.00	891.80	0.00	49,690.64
CD100	JEF. DE SECCION DE LETRAS	58,074.74	39,757.33	11,604.65	16,246.51	7,543.02	8,123.26	11,604.65	0.00	1,152.65	0.00	58,074.74
CD183	COORDINADOR DE CARRERA INGLES	51,564.29	27,594.63	11,604.65	10,246.51	7,543.02	5,602.33	7,543.02	0.00	1,024.76	0.00	51,564.29
CT002	CATEDRATICO TIEMPO COMPLETO	38,313.67	12,877.59	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	539.25	0.00	38,313.67
CD091	ASISTENTE TECNICO CATEDRATICO	58,482.44	53,548.84	11,604.65	12,068.84	11,024.42	8,123.26	12,184.88	0.00	1,676.39	0.00	58,482.44
CT002	CATEDRATICO TIEMPO COMPLETO	42,263.59	32,731.19	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	427.54	0.00	42,263.59
CT002	CATEDRATICO TIEMPO COMPLETO	48,638.37	38,879.07	11,604.65	18,567.44	9,863.95	5,802.33	0.00	0.00	1,000.00	0.00	48,638.37
CT002	CATEDRATICO TIEMPO COMPLETO	27,320.86	13,629.99	11,604.65	12,068.84	0.00	1,240.70	0.00	0.00	106.67	0.00	27,320.86
CD091	ASISTENTE TECNICO CATEDRATICO	62,484.08	41,362.67	11,604.65	18,567.44	8,703.49	8,123.26	12,184.88	0.00	1,500.36	0.00	62,484.08
CT002	TIEMPO COMPLETO COORDINADOR DE	35,741.89	19,212.28	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	404.44	0.00	35,741.89
CD185	CARRERA ORIENTA TECNASUNTOS	52,839.27	28,076.71	11,604.65	16,246.51	7,543.02	8,123.26	6,382.56	0.00	1,139.27	0.00	52,839.27
CD089	VRAD SECRETARIO CENTRO	56,106.48	34,325.28	11,604.65	12,068.84	6,382.56	8,123.26	15,086.05	0.00	1,064.12	0.00	56,106.48
CD087	INVI. INV. EDUC CATEDRATICO	55,081.86	48,079.29	11,604.65	12,068.84	7,543.02	5,802.33	15,666.28	0.00	596.74	0.00	55,081.86
CT002	TIEMPO COMPLETO CATEDRATICO	34,757.21	27,082.09	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	0.00	34,757.21
CD031	INVEST. INNOV. E DIRECTOR CENTRO	63,501.91	49,879.83	11,604.65	16,246.51	7,543.02	5,802.33	19,727.91	0.00	777.49	0.00	63,501.91

L.C. Raúl Octavio Tirado Gamahara
Jefe Depto. De Recursos Humanos

L.C. Carlos Alberto Gutiérrez
Tesorero General de la UNIFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carmen Soledad Vezza
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

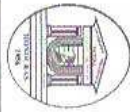
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Altos Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
AS002	ASESORA COORD. PRACTICA	14,211.25	4,678.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,211.25
CD128	DOCENTE CUR CATEDRATICO	47,966.07	12,046.07	11,604.65	12,068.84	7,543.02	5,802.33	8,123.26	0.00	1,023.97	0.00	47,966.07
CT002	TIEMPO COMPLETO	49,995.96	45,771.28	11,604.65	16,246.51	6,382.56	12,765.12	0.00	0.00	1,197.12	0.00	49,995.96
B1002	BIBLIOTECARIO I AJUXILIAR	19,209.76	8,481.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,209.76
AD002	ADMINISTRATIVO CATEDRATICO	18,780.46	10,042.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,780.46
CT002	TIEMPO COMPLETO MEDICO	49,878.77	31,970.45	11,604.65	16,246.51	8,703.49	10,444.19	0.00	0.00	1,079.93	0.00	49,878.77
MO002	ODONTOLOGO AJUXILIAR DE	24,962.42	3,983.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,962.42
B1005	BIBLIOTECA	18,344.53	10,179.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,344.53
A1001	AUDITOR INTERNO AJUXILIAR DE	38,544.51	2,971.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38,544.51
B1005	BIBLIOTECA	19,991.15	12,708.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,991.15
SE004	SECRETARIA III	19,005.36	13,411.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,005.36
A002	ALBAÑIL COORDINADOR	17,184.33	2,599.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,184.33
CD199	AUDIOVISUALES COORDINADOR DE	33,596.75	30,734.01	11,604.65	12,068.84	0.00	0.00	8,123.26	0.00	0.00	0.00	33,596.75
CD184	CARRERA ADMON. SERVICIOS	51,039.54	33,968.70	11,604.65	18,567.44	8,703.49	3,481.40	6,382.56	0.00	500.00	0.00	51,039.54
J5003	GERENCIALES	16,023.21	1,109.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,023.21

L.C. Raúl Octavio Turcios Ballesteros
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Vice Rector Administrativo



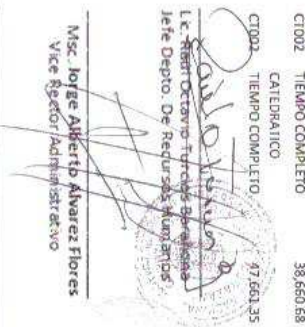
UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
0A001	OFICIAL ADMINISTRATIVO	17,700.66	10,082.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,700.66
SE005	SECRETARIA IV	17,366.93	6,190.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,366.93
AN003	AUX SERV ADMINISTRATIVOS	19,550.39	9,510.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,550.39
CD093	ASIST. TECN ASUNTOS ADMINISTRATIVOS	53,760.90	21,461.30	11,604.65	12,068.94	6,382.56	5,802.33	15,086.05	0.00	1,016.47	0.00	53,760.90
0I003	OFICIAL DE COMPRAS	15,580.08	5,822.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,580.08
CI004	CATEDRATICO POR HORA	8,040.00	4,575.00	0.00	0.00	0.00	0.00	0.00	0.00	120.00	0.00	8,040.00
CT002	CATEDRATICO TIEMPO COMPLETO	45,418.80	36,361.62	11,604.65	16,246.51	6,382.56	8,123.26	0.00	0.00	1,261.82	0.00	45,418.80
CT002	CATEDRATICO TIEMPO COMPLETO	41,255.22	23,483.80	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	579.64	0.00	41,255.22
CT002	CATEDRATICO TIEMPO COMPLETO	48,798.84	18,023.00	11,604.65	18,567.44	8,703.49	8,123.26	0.00	0.00	0.00	0.00	48,798.84
CT002	CATEDRATICO TIEMPO COMPLETO	29,021.55	18.39	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	66.66	0.00	29,021.55
CT002	CATEDRATICO TIEMPO COMPLETO	27,547.47	25,098.67	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	333.28	0.00	27,547.47
CT002	CATEDRATICO TIEMPO COMPLETO	43,998.81	10,359.58	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	1,002.30	0.00	43,998.81
CT002	CATEDRATICO TIEMPO COMPLETO	44,885.07	30,138.63	11,604.65	16,246.51	8,703.49	5,802.33	0.00	0.00	728.09	0.00	44,885.07
CT002	CATEDRATICO TIEMPO COMPLETO	38,660.68	11,089.73	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	1,002.30	0.00	38,660.68
CT002	CATEDRATICO TIEMPO COMPLETO	47,601.35	17,375.57	11,604.65	16,246.51	8,703.49	8,123.26	0.00	0.00	1,183.44	0.00	47,601.35

Msc. Jorge Alberto Avarez Flores
Vice Rector Administrativo

Lc. Carmela Leizaola Vera
Jefa del Depto. de Admón. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Variaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	17,700.65	16,089.60	11,604.65	0.00	0.00	3,481.40	0.00	0.00	814.60	0.00	17,700.65
SE002	SECRETARIA I	16,378.37	3,776.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,378.37
SE004	SECRETARIA III CATEDRATICO	19,118.74	6,908.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,118.74
CT002	TIEMPO COMPLETO SECRETARIA DE	54,474.82	48,871.83	11,604.65	16,246.51	6,382.56	1,7406.98	0.00	0.00	1,034.12	0.00	54,474.82
CD081	CENIRO UNIVERSIT CATEDRATICO	61,405.79	53,393.78	11,604.65	16,246.51	8,703.49	5,802.33	16,246.51	0.00	1,002.30	0.00	61,405.79
CT002	TIEMPO COMPLETO CATEDRATICO	43,021.80	26,721.06	11,604.65	16,246.51	0.00	12,765.12	0.00	0.00	605.52	0.00	43,021.80
CT002	TIEMPO COMPLETO CATEDRATICO	47,005.80	36,806.34	11,604.65	18,567.44	11,024.42	3,481.40	0.00	0.00	527.89	0.00	47,005.80
CT002	TIEMPO COMPLETO CATEDRATICO	42,859.32	45,754.46	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	1,023.27	0.00	42,859.32
CD091	ASISTENTE TECNICO CATEDRATICO	55,906.88	24,265.50	11,604.65	16,246.51	7,543.02	5,802.33	12,184.88	0.00	725.49	0.00	55,906.88
CT002	TIEMPO COMPLETO DEPTO DESARROLLO	43,263.18	17,692.13	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	266.67	0.00	43,263.18
CD076	PROFESOR ASIST.TECN.VICE	60,825.55	44,089.51	11,604.65	16,246.51	7,543.02	5,802.33	16,836.74	0.00	1,002.30	0.00	60,825.55
CD095	RECLIN.V.POSTG DEPARTAMENTO	55,761.63	27,415.35	11,604.65	16,246.51	7,543.02	3,481.40	15,086.05	0.00	0.00	0.00	55,761.63
CD112	COMERC CATEDRATICO	52,993.80	42,459.30	11,604.65	16,246.51	8,703.49	3,481.40	11,024.42	0.00	133.33	0.00	52,993.80
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	29,156.36	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CT002	TIEMPO COMPLETO CATEDRATICO	43,851.58	25,312.87	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	855.07	0.00	43,851.58

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

15/10/2014

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Guzmán Viquez
Jefe del Depto. de Recursos Humanos

15/10/2014



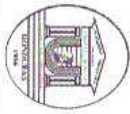
UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CALIBRADOR TIEMPO COMPLETO CATERMATICO	41,175.58	30,497.64	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	500.00	0.00	41,175.58
CT002	TIEMPO COMPLETO CATERMATICO	43,993.90	40,149.39	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	997.39	0.00	43,993.90
CD151	JEFES DE SECCION DE MATEMATICAS	50,539.53	37,078.02	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	0.00	50,539.53
CT002	TIEMPO COMPLETO CATERMATICO	42,691.12	37,855.33	11,604.65	18,567.44	6,382.56	3,481.40	0.00	0.00	855.07	0.00	42,691.12
CD138	JEFES DE TALLER DE MADERA	48,365.95	44,321.67	11,604.65	16,246.51	6,382.56	3,481.40	8,123.26	0.00	727.57	0.00	48,365.95
CT002	TIEMPO COMPLETO CATERMATICO	35,838.60	4,133.10	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	501.15	0.00	35,838.60
CD091	ASISTENTE TECNICO CATERMATICO	53,715.53	30,153.13	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	855.07	0.00	53,715.53
CT002	TIEMPO COMPLETO OPERADOR DE MAQUINA REPROD. I	29,651.16	22,779.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
09002	OPERADOR DE MAQUINA REPROD. I	14,009.92	1,998.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,009.92
SE002	SECRETARIA I CATERMATICO	14,758.93	9,574.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,758.93
CT002	TIEMPO COMPLETO CATERMATICO	35,601.39	9,811.14	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	263.94	0.00	35,601.39
CT002	TIEMPO COMPLETO CATERMATICO	44,684.87	3,134.22	11,604.65	16,246.51	8,703.49	5,802.33	0.00	0.00	527.89	0.00	44,684.87
CD091	ASISTENTE TECNICO CATERMATICO	53,162.50	35,919.24	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	302.04	0.00	53,162.50
CT002	TIEMPO COMPLETO CATERMATICO	42,996.51	29,183.79	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	0.00	0.00	42,996.51
CD104	CIENCIAS/EO	47,707.20	43,615.62	11,604.65	12,068.84	6,382.56	3,481.40	11,604.65	0.00	755.10	0.00	47,707.20

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carmen Isolina Lozano Vazquez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
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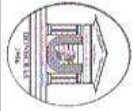
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	37,922.32	4,121.66	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	263.94	0.00	37,922.32
CT002	CATEDRATICO TIEMPO COMPLETO	45,845.33	28,603.30	11,604.65	18,567.44	7,543.02	5,802.33	0.00	0.00	527.89	0.00	45,845.33
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	19,715.59	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CT002	TIEMPO COMPLETO CATEDRATICO POR	40,095.35	34,912.72	11,604.65	18,567.44	6,382.56	1,740.70	0.00	0.00	0.00	0.00	40,095.35
CT004	HORA CATEDRATICO	15,180.00	11,943.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,180.00
CT002	TIEMPO COMPLETO COORDINADOR DE	38,076.46	16,324.65	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	302.04	0.00	38,076.46
CD186	CARRERA PRESCO OFICIAL	44,156.98	29,280.74	11,604.65	16,246.51	6,382.56	1,740.70	5,382.56	0.00	0.00	0.00	44,156.98
0A002	ADMINISTRATIVO I	19,595.60	2,177.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,595.60
CT002	CATEDRATICO TIEMPO COMPLETO	27,742.08	24,547.71	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	527.89	0.00	27,742.08
CH001	COORD MANTENIMI ENJO VEHICULAR	19,507.73	5,231.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,507.73
CT002	CATEDRATICO TIEMPO COMPLETO	56,761.63	51,531.15	11,604.65	18,567.44	6,382.56	17,406.98	0.00	0.00	1,000.00	0.00	56,761.63
SL005	SECRETARIA IV CATEDRATICO	16,374.99	2,778.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,466.66	33,841.65
CT002	TIEMPO COMPLETO DIRECTOR DE POST	25,473.49	23,240.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CD041	GRABAO	60,351.15	51,904.19	11,604.65	18,567.44	6,382.56	1,740.70	19,727.91	0.00	527.89	0.00	60,351.15
SE002	SECRETARIA I	13,940.52	115.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,940.52

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Gabriela Loreto Vera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
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PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

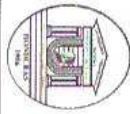
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD183	COORDINADOR DE CARRERA INGLES	44,304.87	14,802.75	11,604.65	12,068.84	7,543.02	3,481.40	7,543.02	0.00	263.94	0.00	44,304.87
CO085	ASUNTO RECTORIA CATEDRATICO	50,423.49	18,637.27	11,604.65	12,068.84	7,543.02	1,740.70	15,666.28	0.00	0.00	0.00	50,423.49
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	10,815.17	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CT002	TIEMPO COMPLETO CATEDRATICO	46,806.55	42,342.48	11,604.65	16,246.51	6,382.56	10,444.19	0.00	0.00	328.64	0.00	46,806.55
SE003	SECRETARIA II	16,854.22	290.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,854.22
SE002	SECRETARIA I	16,248.29	9,745.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,248.29
OT002	OFICINISTA TRANSCRIPTORA AUXILIAR DE SERVICIOS VARIOS	15,491.51	1,406.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,491.51
AM001	SERVICIOS VARIOS	14,335.45	1,200.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,335.45
CO002	CONSUL	13,805.03	3,709.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,805.03
CT002	COTIZADOR MANT. ELECT. Y FONTANILL	17,124.69	8,211.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,124.69
AE002	AUX.SERV.ADMINISTR	14,519.08	470.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,487.02	30,006.10
AM003	RAIIVOS	14,338.10	629.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,338.10
CO001	CAJERO PAGADOR CATEDRATICO	14,929.15	744.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,929.15
CT002	TIEMPO COMPLETO AYUDANTE MECANICA	35,837.45	12,684.12	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	500.00	0.00	35,837.45
MC002	MECANICA	12,334.88	953.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,334.88

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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

L.C. Carmen Johanna Viera
Jefe del Depto. de Admón. General

L.C. Carlos Hipólito Gutiérrez
Jefe General de la UPNFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

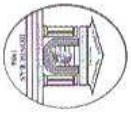
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE003	SECRETARIA II	14,394.01	2,802.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,394.01
CU001	COORDINADOR CATEDRATICO POR HORA	6,400.00	3,328.00	7,880.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00
CT004	OFICIAL ADMINISTRATIVO	9,440.00	8,560.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,440.00
OA001	OFICIAL ADMINISTRATIVO TECNICO	18,083.74	7,525.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,083.74
OA001	OFICIAL ADMINISTRATIVO TECNICO	20,554.85	14,661.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,554.85
TA001	AUDIOVISUAL CATEDRATICO	13,955.74	4,421.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,955.74
CT002	TIEMPO COMPLETO OFICIAL	37,774.42	20,959.65	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
OA001	ADMINISTRATIVO	16,045.42	9,065.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,045.42
AS002	ASFAADONA	11,987.54	3,872.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,987.54
BI003	BIBLIOTECARIA II	20,991.29	16,461.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,991.29
SE002	SECRETARIA I	14,580.73	5,995.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,580.73
SE002	SECRETARIA I AUXILIAR	15,632.70	2,851.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,632.70
SP005	O	14,309.97	8,800.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,309.97
CT002	TIEMPO COMPLETO CATEDRATICO	31,391.86	24,967.51	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
CH008	TIEMPO COMPLETO CATEDRATICO	31,641.86	18,190.23	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	250.00	0.00	31,641.86

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carmen Escobedo Espartaco
Jefe del Departamento de Recursos Humanos

Lc. Carlos Alberto Rodríguez Gutiérrez
Jefe del Departamento de Administración General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CI003	CATEDRATICO A MEDIO TIEMPO COORDINADOR	15,984.04	14,530.32	5,802.33	8,123.26	0.00	870.35	0.00	0.00	288.10	0.00	15,984.04
CO088	PLATEADUC.VIRTUAL CATEDRATICO	42,828.13	26,234.62	11,604.65	12,068.84	0.00	1,740.70	15,086.05	0.00	52,789	0.00	42,828.13
CI002	TIEMPO COMPLETO CATEDRATICO A	33,898.79	26,225.34	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	302.04	0.00	33,898.79
CI003	MEDIO TIEMPO CATEDRATICO	19,189.26	17,479.12	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	302.04	0.00	19,189.26
CI002	TIEMPO COMPLETO CATEDRATICO	42,099.99	23,747.73	11,604.65	16,246.51	8,703.49	3,481.40	0.00	0.00	263.94	0.00	42,099.99
SE006	SECRETARIA DE SEDE CATEDRATICO	15,636.44	12,121.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,636.44
CI002	TIEMPO COMPLETO COORD.CARRERA	35,337.45	20,068.82	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	0.00	35,337.45
CI0206	EDUC.COMERCIAL CATEDRATICO A	47,058.14	22,034.18	11,604.65	16,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	0.00	47,058.14
CI003	MEDIO TIEMPO CATEDRATICO	19,802.55	17,303.35	5,802.33	8,123.26	3,771.51	870.35	0.00	0.00	335.10	0.00	19,802.55
CI002	TIEMPO COMPLETO CATEDRATICO	34,440.92	26,059.10	11,604.65	12,068.84	8,703.49	0.00	0.00	0.00	263.94	0.00	34,440.92
CI002	TIEMPO COMPLETO TECNICO EN	29,482.78	12,365.50	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	527.89	0.00	29,482.78
TX003	COMPUTACION	17,058.38	6,252.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,058.38
ME002	MEDICO GENERAL	26,172.16	17,136.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,172.16
ME002	MEDICO GENERAL	47,498.26	21,875.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	47,498.26
SE003	SECRETARIA II	14,604.25	2,036.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,604.25

L.C. Raúl Octavio Torres Blandón
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L.C. Carlos Ambrerto López Vesa
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Veraciones	Total
CT003	CATEDRATICO A MEDIO TIEMPO CATEDRATICO A	18,171.98	3,685.72	5,802.33	6,094.42	3,191.28	1,740.70	0.00	0.00	503.25	0.00	18,171.98
CT003	MALDIO TIEMPO CATEDRATICO POR	13,895.20	9,608.58	5,802.33	6,034.42	0.00	870.35	0.00	0.00	288.10	0.00	13,895.20
CT004	HORA	6,400.00	5,360.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00
CD091	ASISTENTE TECNICO CATEDRATICO	49,959.30	41,841.87	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	0.00	49,959.30
CT002	TIEMPO COMPLETO OFICIAL	40,675.58	36,601.98	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	0.00	0.00	40,675.58
QA001	ADMINISTRATIVO	15,423.12	9,469.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,423.12
CT002	CATEDRATICO TIEMPO COMPLETO	37,908.38	34,700.71	11,604.65	12,068.84	8,703.49	3,481.40	0.00	0.00	250.00	0.00	37,908.38
CT002	TIEMPO COMPLETO CATEDRATICO	40,095.35	36,268.17	11,604.65	16,246.51	8,703.49	1,240.70	0.00	0.00	0.00	0.00	40,095.35
R002	BIBLIOTECARIO I TRANSCRIPTOR DE DATOS	13,275.90	7,428.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,275.90
TD002	DATOS	12,952.17	8,505.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,952.17
B002	BIBLIOTECARIO I	12,110.48	1,519.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,110.48
GA002	GUARDALMACEN	11,134.19	3,091.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,134.19
MT002	MOTONISTA	14,133.28	3,941.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,133.28
CT002	TIEMPO COMPLETO CATEDRATICO	37,908.38	28,814.00	11,604.65	12,068.84	8,703.49	3,481.40	0.00	0.00	250.00	0.00	37,908.38
CD005	EVAL EDUC. DIRECTOR INST. INV. Y	74,829.07	66,173.19	11,604.65	18,667.44	8,703.49	3,481.40	30,172.09	0.00	500.00	0.00	74,829.07

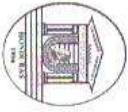
Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmelín Isolina Jaraúz Vega
Jefe del Departamento de Recursos Humanos

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

Lic. César Humberto Gutiérrez
Tesorero General de la UPNFM





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

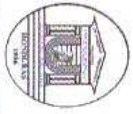
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	30,489.59	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CM002	CONTADOR I DEPARTAMENTO	15,944.76	11,143.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,944.76
CD116	TECNIC CATEDRATICO	48,836.94	28,895.98	11,604.65	16,246.51	6,382.56	1,740.70	11,024.42	0.00	38.10	0.00	48,836.94
CT002	TIEMPO COMPLETO CATEDRATICO A	40,713.68	31,551.79	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	38.10	0.00	40,713.68
CT003	MEDIO TIEMPO OPERADOR Y	20,047.69	18,268.87	5,802.33	9,283.73	3,191.28	870.35	0.00	0.00	0.00	0.00	20,047.69
OS001	AUX.SOPORTE	18,119.09	8,933.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,119.09
CM002	CONTADOR I CATEDRATICO	12,151.75	966.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,151.75
CT002	TIEMPO COMPLETO	38,274.42	30,209.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	500.00	0.00	38,274.42
SE002	SECRETARIA I MEDICO	12,498.85	7,361.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,498.85
MO002	QUONOTOLÓGICO DIRECTOR ESPECIAL	17,789.91	15,424.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,789.91
CD028	C.LIN/CEIBA CATEDRATICO	67,366.28	54,701.98	11,604.65	16,246.51	7,543.02	3,481.40	26,690.70	0.00	0.00	0.00	67,366.28
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	24,422.20	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	TIEMPO COMPLETO	28,992.99	13,326.33	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	38.10	0.00	28,992.99
CV002	COTIZADOR	13,534.89	26.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,534.89
SO002	SONIDISTA	12,434.21	3,922.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,434.21

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

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

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo



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DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

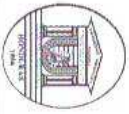
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
OU001	OFICIAL DE PRESUPUESTO	14,117.60	6,594.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,117.60
CO002	CONSERJE	11,103.03	371.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,103.03
CO057	JEFE DE LIBRERIA	51,583.95	28,979.61	11,604.65	12,068.84	7,543.02	1,740.70	16,826.74	0.00	0.00	0.00	51,583.95
CO207	COORD. CARGERA TURISM Y HOSTEL CATEDRATICO	47,058.14	33,787.31	11,604.65	16,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	0.00	47,058.14
CT002	TIEMPO COMPLETO VICERRECTORIA ADMINISTRATIVA LABORATORIO DE COMERCIO	34,757.21	27,013.63	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	0.00	34,757.21
CO007	LABORATORIO DE COMERCIO	74,329.07	28,689.57	11,604.65	16,246.51	8,703.49	3,481.40	32,493.02	0.00	0.00	0.00	74,329.07
CO141	CATEDRATICO TIEMPO COMPLETO	47,638.38	1,940.70	11,604.65	16,246.51	6,382.56	3,481.40	8,123.26	0.00	0.00	0.00	47,638.38
CT002	COORD. LAB. MEDICINA DEL DEPORTE	34,795.31	19,878.95	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	38.10	0.00	34,795.31
CO142	CATEDRATICO POR HORA	41,720.01	34,599.41	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	0.00	41,720.01
CT004	ASISTENTE TECNICO ACADEM. CUR.	9,440.00	8,509.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,440.00
CO047	ASISTENTE ASUNTOS AOTIVOS CUR	54,020.93	41,306.09	11,604.65	16,246.51	8,703.49	3,481.40	12,184.88	0.00	0.00	0.00	54,020.93
CO202	CATEDRATICO A MENO TIEMPO	52,860.46	31,233.54	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	0.00	0.00	52,860.46
CT003	JEFE DE SECCION DE EDUCACION F	13,645.20	4,911.58	5,902.33	6,034.42	0.00	870.35	0.00	0.00	38.10	0.00	13,645.20
CO158	OFICIAL CONTROL PRESUPUESTO	52,280.23	31,272.60	11,604.65	16,246.51	7,543.02	3,481.40	11,604.65	0.00	0.00	0.00	52,280.23
OU002		21,496.13	1,707.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,496.13

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

L.C. Gerardo Alberto Gutiérrez
Vice Rector General de la UPRM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carolina Escobar Echeverría
Jefe Departamento de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
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PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

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CN002	CONTADOR I CATEDRATICO A	15,382.73	609.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,382.73
CT003	MEDIO TIEMPO CATEDRATICO	17,416.71	14,072.07	5,802.33	6,034.42	3,771.51	870.35	0.00	0.00	38.10	0.00	17,416.71
CT002	TIEMPO COMPLETO DEPARTAMENTO COMERCIALES	36,497.91	3,980.89	11,604.65	12,068.84	7,543.02	3,481.40	0.00	0.00	0.00	0.00	36,497.91
CT002	TIEMPO COMPLETO CATEDRATICO	58,662.79	47,350.70	11,604.65	16,246.51	8,703.49	3,481.40	16,826.74	0.00	0.00	0.00	58,662.79
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	28,994.68	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	33,577.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CD091	ASISTENTE TECNICO COORDINADOR	52,280.23	34,647.18	11,604.65	16,246.51	8,703.49	1,740.70	12,184.88	0.00	0.00	0.00	52,280.23
AK001	CONSULENIA CATEDRATICO	12,304.71	1,529.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,304.71
CTD02	TIEMPO COMPLETO CATEDRATICO	39,515.12	28,494.91	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CTD02	TIEMPO COMPLETO CATEDRATICO	35,453.49	32,392.21	11,604.65	18,567.44	0.00	3,481.40	0.00	0.00	0.00	0.00	35,453.49
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	26,583.19	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CD036	DESAARRULLO CURRICO	60,403.49	53,723.21	11,604.65	16,246.51	7,543.02	3,481.40	19,727.91	0.00	0.00	0.00	60,403.49
CO091	ASISTENTE TECNICO	48,682.79	35,770.17	11,604.65	12,068.84	7,543.02	3,481.40	12,184.88	0.00	0.00	0.00	48,682.79
CN002	CONTADOR I TECNICO	11,543.03	8,167.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,543.03
TA001	AUDIDUSUAL	11,097.94	7,868.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,097.94

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

[Signature]
L.C. Carmen Espinosa Vera
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



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PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

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CT002	CATEDRATICO TIEMPO COMPLETO	35,337.45	19,883.67	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	0.00	35,337.45
CD180	COORD. CARRERA TECNICA INDUST.	46,516.00	33,298.72	11,604.65	16,246.51	7,543.02	1,740.70	7,543.02	0.00	38.10	0.00	46,516.00
CO002	CONSERJE AJUXILIAR DE	12,191.21	1,590.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,191.21
AX001	SERVICIOS VARIOS	12,369.46	7,082.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,369.46
RG002	JEFE DE SECCION AJUXILIAR DE	20,555.69	10,116.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,555.69
AX002	SERVICIOS ESPECIAL	11,104.45	5,031.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,104.45
CN002	CONTADOR I	14,388.11	3,296.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,388.11
TD002	TRANSCRIPTOR DE DATOS	11,722.00	1,202.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,722.00
CO002	CONSERJE	10,664.38	8,914.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,664.38
CO091	ASISTENTE TECNICO CATEDRATICO	49,959.30	40,824.56	11,604.65	10,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	0.00	49,959.30
CT002	TIEMPO COMPLETO CATEDRATICO	33,634.85	13,442.83	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	38.10	0.00	33,634.85
CT002	TIEMPO COMPLETO CATEDRATICO	37,812.52	34,134.39	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	38.10	0.00	37,812.52
CT002	TIEMPO COMPLETO CATEDRATICO	49,959.30	42,670.01	11,604.65	16,246.51	7,543.02	12,765.12	0.00	0.00	0.00	0.00	49,959.30
CT002	TIEMPO COMPLETO CATEDRATICO	43,000.65	20,768.49	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	4.14	0.00	43,000.65
SE003	SECRETARIA II	13,614.59	6,932.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,614.59

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

Lc. Jorge Humberto Gutiérrez
Resolutor General de la UPRFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carmen Lidia Torres Vezza
Resolutor Depto. De Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Admstr.	Vacaciones	Total
OB002	OFICIAL DE INGRESOS CATEDRATICO	14,630.06	9,959.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,630.06
CI002	TIEMPO COMPLETO CATEDRATICO	39,515.12	32,700.91	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CT002	TIEMPO COMPLETO CATEDRATICO	31,391.86	17,076.76	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
SE002	SECRETARIA I	11,556.25	2,953.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,556.25
SE003	SECRETARIA II	12,239.97	526.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,239.97
A0002	AUXILIAR ADMINISTRATIVO	13,549.84	6,457.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,549.84
SE004	SECRETARIA III	14,145.78	7,410.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,145.78
CD007	JEFE DE SECCION DE COMERCIALES	53,440.70	35,631.89	11,604.65	16,246.51	8,703.49	3,481.40	11,604.65	0.00	0.00	0.00	53,440.70
CO002	CONSERJERE ASISTENTE TECNICO	10,664.45	7,959.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,664.45
CD094	SECRETARIA CATEDRATICO POR HORA	44,737.21	39,783.23	11,604.65	16,246.51	0.00	1,740.70	13,345.35	0.00	0.00	0.00	44,737.21
CT004	TIEMPO COMPLETO CATEDRATICO	9,000.00	8,105.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,000.00
CT002	TIEMPO COMPLETO GUARDALMAEN	33,596.75	7,565.59	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
GA001	CONSERJERE CATEDRATICO	10,659.79	1,719.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,659.79
CT002	TIEMPO COMPLETO CATEDRATICO	33,870.33	30,985.70	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,870.33

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

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Jefe de Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

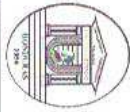
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	22,249.86	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT003	CATEDRATICO A MEDIO TIEMPO OFICIAL	18,925.32	15,946.29	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	38.10	0.00	18,925.32
OA001	ADMINISTRATIVO	13,661.38	6,412.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,575.34	28,239.72
SE002	SECRETARIA I	11,679.23	10,007.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,679.23
MT002	MOTORISTA	11,589.29	1,778.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,589.29
CN003	CONTAADOR II	13,424.89	7,324.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,424.89
CN002	CONTAADOR I	13,691.56	8,821.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,691.56
SE003	SECRETARIA II	13,549.84	10,803.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,453.16	28,003.00
SE002	SECRETARIA I	11,679.23	710.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,679.23
AX003	AUX.SERV. ADMINISTRATIVOS	12,581.01	95.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,581.01
SE006	SECRETARIA DE SEDE	13,885.84	11,008.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,885.84
SE006	SECRETARIA DE SEDE	13,885.84	11,961.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,885.84
SE006	SECRETARIA DE SEDE	12,511.17	10,001.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,511.17
SE006	SECRETARIA DE SEDE	12,511.17	8,950.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,511.17
V002	VIGILANTE	10,061.97	10,786.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,061.97

L.C. Paul Octavio Turcios Barahona
Jefe Depto. De Recursos Humanos

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carmen Isolina Lopez Vezza
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZAN
DEPARTAMENTO DE RECURSOS HUMANOS

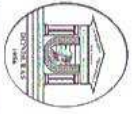
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Merit Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Varaciones	Total
AS002	ASLADORA	10,864.51	7,507.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,864.51
AS002	ASEADORA	10,659.79	8,914.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,659.79
VR002	VEGLANTE	10,659.79	9,884.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,659.79
CO002	CONSERJE	10,659.79	10,484.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,659.79
AS002	ASEADORA	10,659.79	9,884.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,659.79
CO002	CONSERJE	10,554.45	6,945.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,554.45
CT002	TIEMPO COMPLETO	38,972.98	31,066.14	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	38.10	0.00	38,972.98
CT002	TIEMPO COMPLETO	37,812.52	32,390.68	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	38.10	0.00	37,812.52
CI003	MEDIO TIEMPO	18,925.32	13,475.78	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	38.10	0.00	18,925.32
CD139	LABORATORIO MAL	47,638.38	36,489.31	11,604.65	16,246.51	6,382.56	3,481.40	8,123.26	0.00	0.00	0.00	47,638.38
CI002	TIEMPO COMPLETO	40,675.58	27,192.53	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	0.00	0.00	40,675.58
0I003	OFICIAL DE COMPRAS	16,252.11	8,003.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,252.11
AB002	AUXILIAR DE CONTABILIDAD	15,404.24	4,389.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,404.24
CO002	CONSERJE	11,099.90	119.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,099.90
SE002	SECRETARIA I	13,273.85	7,048.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,273.85

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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

Lc. Camacho Semprún Vez
Jefe del Depto de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

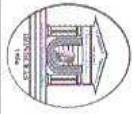
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquif.	Vacaciones	Total
CT003	CATEDRATICO A MEDIO TIEMPO	17,378.61	12,956.27	5,802.33	6,034.42	3,771.51	870.35	0.00	0.00	0.00	0.00	17,378.61
CN002	CONTADOR I OPERADOR Y AUX.SOPORTE	12,031.45	6,875.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,031.45
OC001	AUX.SOPORTE JEFE DE SECCION DE TECNALUMITE	15,136.63	1,291.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,136.63
CD157	TECNALUMITE CATEDRATICO	49,417.17	23,973.31	11,604.65	16,246.51	6,382.56	1,740.70	11,604.65	0.00	38.10	0.00	49,417.17
CT002	TIEMPO COMPLETO ASIST.TECN.ASUNT.A	35,337.45	26,493.45	11,604.65	12,008.84	6,382.56	3,481.40	0.00	0.00	0.00	0.00	35,337.45
CD092	DIVOS.CUED	52,898.57	25,739.50	11,604.65	15,246.51	6,382.56	1,740.70	15,086.05	0.00	38.10	0.00	52,898.57
MT002	MOTORISTA AUXILIAR DE CONTABILIDAD	10,664.45	6,845.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,664.45
AB002	CONTABILIDAD	15,501.55	6,640.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,501.55
OM002	OFICIAL DE EGRESOS AUX.SERV.ADMINIST	16,547.64	3,733.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,547.64
AX003	RAIVOS INFORMATI. EDUCATI	12,888.15	6,390.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,888.15
CD150	V CATEDRATICO	35,337.45	16,066.56	11,604.65	12,068.84	0.00	1,740.70	8,123.26	0.00	0.00	0.00	35,337.45
CT002	TIEMPO COMPLETO CATEDRATICO	41,836.05	30,136.43	11,604.65	16,246.51	8,703.49	3,481.40	0.00	0.00	0.00	0.00	41,836.05
CT002	TIEMPO COMPLETO	37,774.42	29,346.73	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CO002	CONSERJE CATEDRATICO	10,718.45	1,507.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,718.45
CT002	TIEMPO COMPLETO	33,596.75	21,729.01	11,604.65	12,668.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75

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

[Signature]
L.C. Carmen Rosalva López Vega
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 OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	43,043.67	30,171.31	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	47.16	0.00	43,043.67
CT002	CATEDRATICO TIEMPO COMPLETO	33,712.79	30,396.22	11,604.65	18,567.44	0.00	1,740.70	0.00	0.00	0.00	0.00	33,712.79
SU002	ASISTENTE JURIDICO DEPARTAMENTO DE REGISTRO.	39,010.53	22,319.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	41,611.23	80,621.76
CO039	REGISTRO. CATEDRATICO A MEDIO TIEMPO	55,808.78	46,756.53	11,604.65	16,246.51	7,543.02	1,740.70	16,826.74	0.00	47.16	0.00	55,808.78
CT003	MEDIO TIEMPO SECRETARIA V	15,695.94	14,265.26	5,802.33	8,123.26	0.00	870.35	0.00	0.00	0.00	0.00	15,695.94
SE007	SECRETARIA V AUDITOR II	19,616.23	15,822.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,616.23
A003	AUDITOR II BIBLIOTECARIO I	15,686.06	9,729.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,686.06
BI002	BIBLIOTECARIO I CATEDRATICO TIEMPO COMPLETO	10,184.96	6,839.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,184.96
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	34,132.92	11,604.65	16,246.51	6,387.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	TIEMPO COMPLETO	31,391.86	9,236.30	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
SE002	SECRETARIA I COORDINADOR GRUPO MUSICAL	10,719.50	5,385.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,719.50
CG003	GRUPO MUSICAL ASISTENTE TECNICO	14,104.85	12,829.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,104.85
CO091	ASISTENTE TECNICO CONTADOR II	51,119.76	38,624.42	11,604.65	16,246.51	7,543.02	1,740.70	12,184.88	0.00	0.00	0.00	51,119.76
CM003	CONTADOR II	12,978.02	10,794.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,978.02
CM003	CONTADOR II	11,625.95	10,087.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,625.95

L.C. Rauli Octavio Torres Barahona
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L.C. Carmen Solimón Vez
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Vice Rector Administrativo





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

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VI002	VIGILANTE	9,934.16	9,659.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,934.16
SE002	SECRETARIA I	10,690.96	5,124.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,690.96
CO091	ASISTENTE TECNICO CALIDMATIC	49,959.30	27,287.24	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	0.00	49,959.30
CI002	TIEMPO COMPLETO JEFE DE SECCION DE SOCIALS	33,596.75	13,194.46	11,604.65	12,008.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CO098	SOCIALS CATEGORICO A	50,539.53	43,781.26	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	0.00	50,539.53
CI003	MEDIO TIEMPO CATEDRATICO	15,928.03	14,478.79	5,802.33	6,034.42	3,101.28	0.00	0.00	0.00	0.00	0.00	15,928.03
CI002	TIEMPO COMPLETO CATEDRATICO	37,774.42	33,982.92	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CI002	TIEMPO COMPLETO CATEDRATICO	37,774.42	31,128.69	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CO002	CONSERJE SECRETARIA DEL RECTOR	10,336.34	2,433.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,336.34
ST001	SECRETARIA DEL RECTOR	14,016.40	8,341.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,016.40
CI003	CATEDRATICO MEDIO TIEMPO PLANIFICACION Y	18,016.87	10,353.52	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	18,016.87
CO032	PRES.	65,045.35	56,449.17	11,604.65	18,567.44	9,863.95	3,481.40	19,727.91	0.00	0.00	0.00	65,045.35
BU002	BIBLIOTECARIO I	12,703.28	7,623.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,703.28
CO091	ASISTENTE TECNICO CATEGORICO	48,218.60	28,836.11	11,604.65	16,246.51	6,382.56	0.00	12,184.88	0.00	0.00	0.00	48,218.60
CI002	TIEMPO COMPLETO	38,934.88	19,054.54	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	38,934.88

Msc Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Gerardo Antonio Lopez Verea
Jefe del Depto. de Admon. General



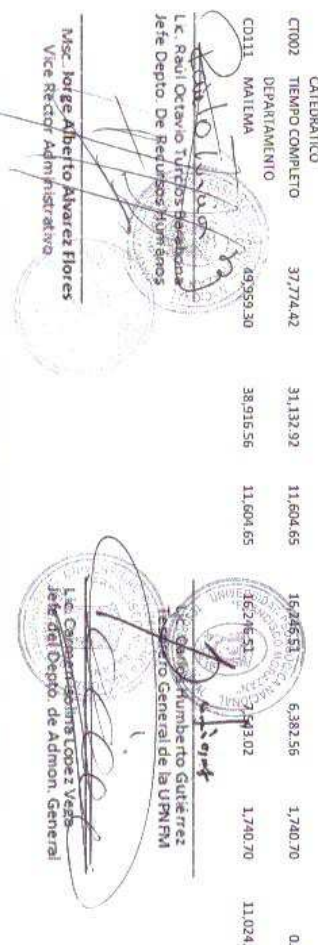
UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

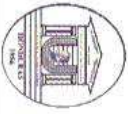
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
AP002	ANALISTA PROGRAMADOR CATEGORICO	20,987.15	10,852.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,987.15
CT002	TIEMPO COMPLETO CATEGORICO	37,774.42	12,611.89	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEGORICO	38,018.31	22,075.55	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	243.89	0.00	38,018.31
CT002	TIEMPO COMPLETO CATEGORICO	37,774.42	28,691.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEGORICO	38,934.88	30,682.45	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
CD155	JEFE DE SECCION DE LETRAS Y L. CATEGORICO	50,539.53	19,249.59	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	0.00	50,539.53
CT002	TIEMPO COMPLETO JEFE	38,934.88	21,652.27	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
JD002	DEPARTAMENTO TECNOLÓGICAS DE INFORM.	32,940.47	14,290.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	32,940.47
CD044	INFORM. CATEGORICO	57,502.33	42,835.59	11,604.65	16,246.51	6,382.56	1,740.70	19,727.91	0.00	0.00	0.00	57,502.33
CT002	TIEMPO COMPLETO SERVICIOS GENERALES	37,774.42	20,586.32	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
AV003	GENERALES CATEGORICO	9,934.16	8,635.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,934.16
CT002	TIEMPO COMPLETO CATEGORICO	38,934.88	24,469.09	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
CT002	TIEMPO COMPLETO CATEGORICO	34,757.21	26,937.63	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	0.00	34,757.21
CT002	TIEMPO COMPLETO CATEGORICO	37,774.42	31,132.92	11,604.65	15,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CD111	MAITEMA DEPARTAMENTO	49,959.30	38,916.56	11,604.65	16,246.51	7,543.02	1,740.70	11,024.42	0.00	0.00	0.00	49,959.30

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Cesar Santos Lopez Velez
Jefe del Depto. de Admon. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
	SECRETARIO DE CENTRO UNIVERSITARIO	55,181.39	46,341.88	11,604.65	16,246.51	7,543.02	1,740.70	16,246.51	0.00	0.00	0.00	55,181.39
CD081	CATEDRATICO	37,774.42	28,810.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	CATEDRATICO	38,934.88	21,882.71	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
AS002	ASEADORA	9,934.16	9,659.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,934.16
CD181	COORDINADOR DE CARRERA EDUCATIVA	45,317.44	24,607.33	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	0.00	0.00	45,317.44
CT002	CATEDRATICO	37,774.42	13,110.02	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
SE005	SECRETARIA IV	11,097.89	8,546.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,097.89
CT002	TIEMPO COMPLETO CATEDRATICO	41,255.81	23,337.48	11,604.65	18,567.44	7,543.02	1,740.70	0.00	0.00	0.00	0.00	41,255.81
CT002	TIEMPO COMPLETO LABORATORIO DE	31,856.05	23,953.89	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	31,856.05
CD141	COMENCI	47,058.14	27,854.82	11,604.65	16,246.51	7,543.02	1,740.70	8,113.26	0.00	0.00	0.00	47,058.14
0001	OFICIAL JURIDICO	21,457.60	12,412.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,457.60
CT002	CATEDRATICO	31,391.86	27,705.51	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
CT004	TIEMPO COMPLETO CATEDRATICO POR HORA	9,440.00	4,331.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,440.00
OF002	OFICIAL DE PERSONAL	19,329.56	6,873.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,329.56
OF001	OFICIAL DE TECNOLOGIA	19,239.59	10,873.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,239.59

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

Lc. Carmen Solimaniz Vazquez
Tesorera General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

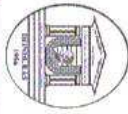
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	38.934,88	10.604,51	11.604,65	16.246,51	7.543,02	1.740,70	0,00	0,00	0,00	0,00	38.934,88
CT002	CATEDRATICO TIEMPO COMPLETO	33.596,75	30.734,01	11.604,65	12.068,84	6.382,56	1.740,70	0,00	0,00	0,00	0,00	33.596,75
CT002	CATEDRATICO TIEMPO COMPLETO	25.473,49	21.720,61	11.604,65	12.068,84	0,00	0,00	0,00	0,00	0,00	0,00	25.473,49
TM001	ILECN MAINTENIM.FI UPO Y SISTEMA	12.729,85	1.634,95	0,00	0,00	0,00	0,00	0,00	0,00	0,00	12.729,85	25.459,70
AD002	AUXILIAR ADMINISTRATIVO	12.034,29	8.281,89	0,00	0,00	0,00	0,00	0,00	0,00	0,00	12.836,58	24.870,87
CO152	JEFE DE SECCION DE COMERCIAL	50.539,53	31.201,49	11.604,65	16.246,51	7.543,02	1.740,70	11.604,65	0,00	0,00	0,00	50.539,53
CT002	CATEDRATICO TIEMPO COMPLETO	25.473,49	23.110,61	11.604,65	12.068,84	0,00	0,00	0,00	0,00	0,00	0,00	25.473,49
CT003	CATEDRATICO A MEDIO TIEMPO	14.825,59	8.544,79	5.802,33	8.123,26	0,00	0,00	0,00	0,00	0,00	0,00	14.825,59
SE006	SECRETARIA DE SEDE	11.502,08	9.648,88	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	11.502,08
VI002	VIGILANTE	10.127,42	8.075,25	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	10.127,42
CO002	CONSERJE	10.127,42	7.406,76	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	10.127,42
EN002	ENFERMERA	19.172,01	4.689,53	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	19.172,01
CO091	ASISTENTE TECNICO	45.781,63	29.810,10	11.604,65	12.068,84	6.382,56	1.740,70	12.184,88	0,00	0,00	0,00	45.781,63
CT002	CATEDRATICO TIEMPO COMPLETO	33.596,75	26.013,01	11.604,65	12.068,84	6.382,56	1.740,70	0,00	0,00	0,00	0,00	33.596,75
CT002	CATEDRATICO TIEMPO COMPLETO	33.596,75	5.885,49	11.604,65	11.068,84	6.382,56	1.740,70	0,00	0,00	0,00	0,00	33.596,75

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Cesar Romero Lopez Vena
Jefe del Depto. de Admon. General

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

Lc. Humberto Gutiérrez
Jefe General de la UPNFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

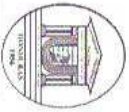
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD170	COORDINADOR DE SEDE CHOLUTICA	41,720.01	22,602.75	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	0.00	41,720.01
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	13,896.01	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	38,934.88	35,465.09	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	25,010.78	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CT002	CATEDRATICO TIEMPO COMPLETO	31,391.86	20,326.51	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
CO089	VRAD TECN ASUNTOS	54,020.93	38,683.26	11,604.65	16,246.51	7,543.02	1,740.70	15,086.05	0.00	0.00	0.00	54,020.93
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	29,214.01	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	31,976.92	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT003	CATEDRATICO A MEDIO TIEMPO	15,928.03	14,278.79	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,928.03
CT003	CATEDRATICO A MEDIO TIEMPO	15,950.92	13,999.85	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	22.89	0.00	15,950.92
CT003	CATEDRATICO A MEDIO TIEMPO	12,759.64	11,563.87	5,802.33	6,034.42	0.00	0.00	0.00	0.00	22.89	0.00	12,759.64
AD004	ADMINISTRADOR DE REDES	15,387.07	13,433.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,387.07
CT003	CATEDRATICO A MEDIO TIEMPO	18,016.87	8,444.51	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	18,016.87
CT002	CATEDRATICO TIEMPO COMPLETO	36,033.72	32,976.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
CD182	COORDINADOR DE CARRERA ESPAÑOL	45,317.44	44,992.44	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	0.00	0.00	45,317.44

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

Lc. Carlos Román López Vera
Jefe del Depto. de Admón. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

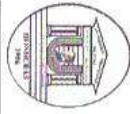
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Varaciones	Total
CT002	CATEGORICO TIEMPO COMPLETO	37,774.42	24,805.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	CATEGORICO TIEMPO COMPLETO	37,194.18	22,446.10	11,604.65	16,246.51	7,543.02	0.00	0.00	0.00	0.00	0.00	37,194.18
CT002	CATEGORICO TIEMPO COMPLETO	25,473.49	13,922.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEGORICO TIEMPO COMPLETO	31,856.05	10,077.75	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	31,856.05
CT002	CATEGORICO TIEMPO COMPLETO	31,856.05	20,487.78	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	31,856.05
CD091	ASISTENTE TECNICO CATEGORICO	41,836.04	24,215.35	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
CT002	OFICIAL TIEMPO COMPLETO	29,651.16	22,429.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
OA002	ADMINISTRATIVO I MEDICO	18,569.00	8,888.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,569.00
MO002	ODONTOLOGO	18,700.76	8,867.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,700.76
SE004	SECRETARIA III CATEGORICO	10,367.60	1,165.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,367.60
CT002	TIEMPO COMPLETO	25,473.49	23,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
SI002	SECRETARIA I CATEGORICO	9,837.12	2,292.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,837.12
CT002	TIEMPO COMPLETO	29,651.16	27,104.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CN002	CONTADOR I	10,853.95	7,983.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,853.95
CO002	CONSERJE	9,397.12	1,371.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12

L.C. Raúl Octavio Turiso Barrantes
Jefe Depto. De Recursos Humanos

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

L.C. Carlos Humberto Gutiérrez
Vice Rector de la UPM FM

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

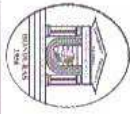
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD001	ASISTENTE TECNICO	41,836.04	26,816.53	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
BR002	BIBLIOTECARIO I	9,397.12	5,157.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CO002	CONSUJLE	9,397.12	7,964.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
MT002	MOTONISTA	9,397.12	3,619.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CT002	TIEMPO COMPLETO TRANSCRIPTOR DE DATOS	36,033.72	26,376.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
TD002	BIBLIOTECARIO I ADMINISTRADOR DE SISTEMA	10,422.22	5,794.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,422.22
BR002	BIBLIOTECARIO I ADMINISTRADOR DE SISTEMA	9,397.12	9,078.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
AD005	CATEDRATICO	10,972.22	6,208.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,972.22
CI002	TECNICO COMPLETO REDES Y PCS	25,473.49	15,389.61	11,604.65	17,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
TR001	CATEDRATICO	13,631.58	7,057.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,631.58
CT002	TIEMPO COMPLETO CATEDRATICO A MEDIO TIEMPO	36,033.72	19,145.97	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
CT003	TIEMPO COMPLETO CATEDRATICO	18,016.87	8,132.52	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	18,016.87
CT002	TIEMPO COMPLETO TECNICO SOPORTE REDES Y PCS	29,651.16	16,931.27	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
TR001	CATEDRATICO A MEDIO TIEMPO	10,687.47	9,564.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,687.47
CI003	CATEDRATICO A MEDIO TIEMPO	14,825.59	10,744.18	5,802.33	8,123.26	6.00	0.00	0.00	0.00	0.00	0.00	14,825.59

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

Lic. Carlos Roberto López Vera
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Oscar Humberto Gutiérrez
Rector General de la UPFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

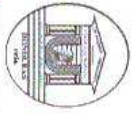
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD001	ASISTENTE TECNICO	41,836.04	29,510.48	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
GA002	GUAROLMACEN AYUDAR DE	9,397.12	9,222.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
AB002	CONTABILIDAD	10,127.42	5,755.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,127.42
CC002	CONSERJE	9,397.12	4,520.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	15,736.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	23,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CD001	ASISTENTE TECNICO	37,658.37	31,849.10	11,604.65	12,068.84	0.00	0.00	12,184.88	0.00	0.00	0.00	37,658.37
CD001	ASISTENTE TECNICO	41,836.04	29,933.44	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	22,817.26	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	14,370.65	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	17,740.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	5,077.15	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
IX003	TECNICO EN COMPUTACION	9,397.12	4,013.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CT002	CATEDRATICO TIEMPO COMPLETO	36,033.72	23,652.48	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
CT002	CATEDRATICO TIEMPO COMPLETO	36,033.72	32,926.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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

L.C. Carmen Sofía López Vera
Rectora General de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

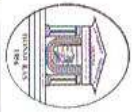
PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Mirol Acad.	Mirols Prof.	Albos Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
ANALISTA												
AP002	PROGRAMADOR	13,941.93	12,664.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,941.93
CD001	ASISTENTE TECNICO	41,836.04	32,171.16	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
A0002	AUDITORI CATEDRATICO	8,950.84	1,999.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,950.84
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	22,660.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	24,318.91	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	26,104.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CD104	JEFE DE SECCION DE CIENCIAS/SEI	37,078.14	27,767.89	11,604.65	12,068.84	0.00	0.00	11,604.65	0.00	0.00	0.00	37,078.14
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	20,756.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,060.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
TD002	TRANSCRIPTOR DE DATOS	11,913.08	7,188.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,913.08
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	20,722.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	26,604.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
A0002	AUXILIAR ADMINISTRATIVO	10,174.66	2,230.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,174.66
A0002	AUXILIAR ADMINISTRATIVO	13,200.00	6,654.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,200.00
B0002	BIBLIOTECARIO LABORATORIO	8,646.48	5,083.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,646.48
C0002	COMPUTI CATEDRATICO	10,966.68	7,452.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,966.68
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	17,829.68	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	17,110.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	27,104.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	22,580.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	21,296.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CT002	TIEMPO COMPLETO CATEDRATICO	36,033.72	32,976.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
AP002	ANALISTA PROGRAMADOR	14,408.99	14,075.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,408.99
A0002	AUXILIAR ADMINISTRATIVO	12,257.67	10,715.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,257.67
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATEDRATICO	25,473.49	23,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
GA001	GUARDALMACEN	11,000.00	6,054.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,000.00

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

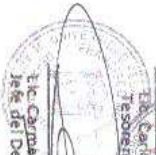


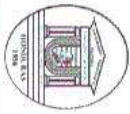
Lc. Carlos Alberto Gutiérrez
Tesorero General de la UPNFM



Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lc. Gabriela Soledad López Vera
Jefe del Depto. de Admon. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	20,260.61	11,504.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
TX003	TECNICO EN COMPUTACION	9,118.11	8,343.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,118.11
OR003	OFICIAL DE INFORMACION	12,000.00	11,825.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,000.00
BI002	BIBLIOTECARIO I	9,118.11	8,843.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,118.11
BI002	BIBLIOTECARIO I	7,860.44	7,585.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
SE002	SECRETARIA I	7,860.44	5,964.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
AX002	AUXILIAR DE SERVICIOS ESPECIAL	7,860.44	7,323.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
CO002	CONSERJE	7,860.44	6,585.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
TX003	TECNICO EN COMPUTACION	7,990.79	7,215.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,990.79
CO004	CARRERO OFICIAL	8,500.00	8,325.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,500.00
QA002	ADMINISTRATIVO I	10,000.00	9,825.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00
SE001	SECRETARIA MEDICO	7,860.44	7,585.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
MO002	ODONTOLOGO	8,240.00	8,065.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,240.00
BI002	BIBLIOTECARIO I	7,860.44	7,685.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
SE002	SECRETARIA I	7,860.44	7,685.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
VI002	VIGILANTE	7,860.44	7,685.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
VI002	VIGILANTE	7,860.44	7,685.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44

Msc. Jorge Alvarez Flores
Vice Rector Administrativo

Lc. Carlos Roberto Gutiérrez
Jefe Depto. De Recursos Humanos

Lc. Carme Rosalva Lopez Vega
Jefe del Depto. de Asesoría General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE SEPTIEMBRE DEL 2014

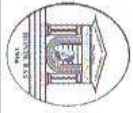
Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEGORICO TIEMPO COMPLETO TECNICO EN	25,473.49	20,260.61	11,604.85	12,068.84	-	-	-	-	-	-	25,473.49
TX003	COMPUTACION OFICIAL DE INFORMACION	9,118.11	8,212.10	-	-	-	-	-	-	-	-	9,118.11
GR003	INFORMACION	12,000.00	11,525.00	-	-	-	-	-	-	-	-	12,000.00
BI002	BIBLIOTECARIO I	9,118.11	8,843.11	-	-	-	-	-	-	-	-	9,118.11
BI002	BIBLIOTECARIO I	7,860.44	7,585.44	-	-	-	-	-	-	-	-	7,860.44
SE002	SECRETARIA I AUXILIAR DE SERVICIOS ESPECIAL	7,860.44	5,364.19	-	-	-	-	-	-	-	-	7,860.44
AX002	SERVICIOS ESPECIAL	7,860.44	7,323.43	-	-	-	-	-	-	-	-	7,860.44
CO002	CONSERJE TECNICO EN COMPUTACION	7,860.44	5,454.44	-	-	-	-	-	-	-	-	7,860.44
TX003	COMPUTACION	7,990.79	7,715.79	-	-	-	-	-	-	-	-	7,990.79
CC004	CAJERO OFICIAL ADMINISTRATIVO I	8,500.00	8,325.00	-	-	-	-	-	-	-	-	8,500.00
QA002	SECRETARIA MEDICO	10,000.00	9,825.00	-	-	-	-	-	-	-	-	10,000.00
SE001	SECRETARIA MEDICO	7,860.44	7,585.44	-	-	-	-	-	-	-	-	7,860.44
MO002	ODONTOLOGO	8,240.00	8,065.00	-	-	-	-	-	-	-	-	8,240.00
BI002	BIBLIOTECARIO I	7,860.44	7,585.44	-	-	-	-	-	-	-	-	7,860.44
SE002	SECRETARIA I	7,860.44	7,860.44	-	-	-	-	-	-	-	-	7,860.44
VI002	VIGILANTE	7,860.44	7,860.44	-	-	-	-	-	-	-	-	7,860.44
VI002	VIGILANTE	7,860.44	7,860.44	-	-	-	-	-	-	-	-	7,860.44

Lic. Raúl Octavio Turcedo Balbuena
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tercero de Encargado de la UPRFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Isolina Torres Casas
Jefe del Depto. de Asesoría General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS


PLANILLA DE PAGO MES DE OCTUBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Varaciones	Total
A5002	ASEADORA	7,860.44	7,860.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
CATEDRÁTICO												
C1002	TIEMPO COMPLETO	23,673.49	21,604.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
		23,548,553.52	14,337,413.71	4,702,784.70	6,073,442.32	3,249,396.44	2,453,803.54	1,994,678.98	22,500.00	236,955.07	313,210.26	28,760,264.22

Rafael Turbos Pariona
 Lic. Rafael Turbos Pariona
 Jefe Depto. De Recursos Humanos



Lic. Carlos Gimberato Gutiérrez
 Lic. Carlos Gimberato Gutiérrez
 Tesorero General de la UPNFM



Msc. Jorge Alberto Alvarez Flores
 Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo



Lic. Carmelita Aguirre de la Cruz
 Lic. Carmelita Aguirre de la Cruz
 Jefe del Depto. de Admón. General

