



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Merito Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
MT003	MOTONISTA II	21,339.41	2,302.85	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	12,894.47	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	6,334.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,135.74
JE002	JEFE DE SECCION CATEGORICO	24,030.00	10,199.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,030.00
CT002	TIEMPO COMPLETO	35,865.34	13,680.87	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	527.89	0.00	35,865.34
SE004	SECRETARIA III	22,644.53	11,470.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,644.53
SE003	SECRETARIA II	21,912.52	2,717.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,912.52
CN003	CONTRADOR II	24,584.03	9,549.19	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	10,546.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,707.81
OE002	OFICIAL DE REGISTRO	22,152.67	6,789.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,152.67
CV003	COORDINADOR VENTAS LIBRETHA	23,062.20	4,249.32	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	2,180.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,449.83	42,751.62
SE003	SECRETARIA II	21,182.66	7,190.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,567.88	41,750.54
SE007	SECRETARIA V	28,058.33	17,118.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,058.33

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

Lic. Carlos Humberto Gutiérrez
Asesor General de Sucesión

Lic. Gerardo Tomás López Vela
Asesor de Asesor de Admon. General

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo



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

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Incentivos Adic.	Vacaciones	Total
SE003	SECRETARIA II	21,492.26	2,341.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,492.26
JE002	JEFE DE SECCION	31,955.90	24,427.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	31,955.90
SE002	SECRETARIA I	21,278.18	3,772.75	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	9,855.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,502.68
OM001	OFICIAL ADMINISTRATIVO	29,312.99	16,896.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	29,312.99
RE001	RECEPCIONISTA	21,442.15	4,484.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,442.15
AM002	AUXILIAR DE SERVICIOS ESPECIALIZADOS	20,619.77	5,643.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,619.77
AM003	AUX.SERV.ADMINISTRATIVOS	19,237.56	13,327.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,237.56
CO002	CONSERJE	16,953.62	11,029.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,953.62
CO002	CONSERJE	16,809.48	3,694.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,809.48
AM003	AUX.SERV.ADMINISTRATIVOS	21,960.61	4,155.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,960.61
AO002	AUXILIAR ADMINISTRATIVO	18,969.50	2,610.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,969.50
ST003	SECRETARIA DEL RECTOR II	22,821.43	4,107.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,821.43
OM002	OFICIAL DE NOMINAS	41,644.39	14,996.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	41,644.39

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

Lic. Carlos Humberto Gutiérrez
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Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Soledad López Vezga
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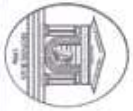
PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Alcos Sex.	Cargo	Colectivo	Derechos Adquir.	Vencimientos	Total
AD001	ADMINISTRADOR COORDINADOR	42,381.47	22,563.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	42,381.47
CH002	ADMINISTRATIVO	24,050.23	9,222.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,050.23
SE005	SECRETARIA IV	22,041.59	11,999.56	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	11,958.68	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	12,144.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,583.01	47,002.17
BI004	BIBLIOTECARIA III	45,100.46	12,051.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45,100.46
SE002	SECRETARIA I CABERO-PAGADOR-RECEPTOR	23,268.19	7,385.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,268.19
CY004	CATEDRATICO	20,607.16	1,879.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,000.78	40,607.94
CT002	TIEMPO COMPLETO CATEDRATICO	20,503.28	2,876.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,503.28
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	45,138.88	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	2,495.10	11,604.65	12,068.84	7,543.02	17,406.98	0.00	250.00	1,589.87	0.00	52,263.36
BI004	BIBLIOTECARIA III CATEDRATICO	21,759.19	9,232.48	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	6,585.77	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	2,326.42	0.00	59,498.51

[Signature]
Lc. Oscar Orlando Lucio Obando
Jefe Depto. De Recursos Humanos

[Signature]
Lc. Carmen Adelina Torres-Vera
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



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

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Mval Acad.	Meritos Prof.	Abus Serv.	Cargo	Colectivo	Derechos Adquis.	Vacaciones	Total
CT002	CATEGORICO TIEMPO COMPLETO	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	CATEGORICO TIEMPO COMPLETO	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
CO126	JEFE DE PRACTICA DOCENTE (PRE)	61,717.36	43,311.18	11,604.65	12,088.84	8,703.49	17,406.98	8,123.26	250.00	1,760.14	0.00	61,717.36
CT002	CATEGORICO TIEMPO COMPLETO	59,073.80	23,010.90	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,901.71	0.00	59,073.80
CT002	CATEGORICO TIEMPO COMPLETO	63,677.77	57,898.55	11,604.65	18,587.44	12,184.88	17,406.98	0.00	250.00	1,863.82	0.00	63,677.77
CT002	CATEGORICO TIEMPO COMPLETO	46,977.91	28,537.40	11,604.65	18,587.44	11,024.42	3,481.40	0.00	0.00	500.00	0.00	46,977.91
CT002	CATEGORICO TIEMPO COMPLETO	57,653.26	43,664.00	11,604.65	16,246.51	8,703.49	17,406.98	0.00	250.00	1,641.63	0.00	57,653.26
CT002	CATEGORICO TIEMPO COMPLETO	63,611.28	30,984.06	11,604.65	18,587.44	12,184.88	17,406.98	0.00	250.00	1,807.33	0.00	63,611.28
CO011	DIRECTOR DE FUNDACION U.P.N	81,995.81	68,869.26	11,604.65	12,088.84	8,703.49	17,406.98	27,851.16	250.00	2,310.69	0.00	81,995.81
CO045	COORDINADOR ACAD MARCOS RECTORIA	62,476.55	4,409.80	11,604.65	0.00	9,863.95	17,406.98	19,727.91	250.00	1,823.06	0.00	62,476.55
CO016	SECRETARIO GENERAL	78,628.68	46,762.00	11,604.65	16,246.51	8,703.49	10,444.19	27,851.16	250.00	1,728.66	0.00	78,628.68
CO142	COORDINADOR LAB.MEDICIN A DEL DEPORTE	69,738.21	44,327.04	11,604.65	16,246.51	12,184.88	17,406.98	8,123.26	250.00	2,121.93	0.00	69,738.21
CO042	FORMAC.INICIAL DOC	78,034.50	54,462.19	11,604.65	16,246.51	8,703.49	17,406.98	19,727.91	250.00	2,294.96	0.00	78,034.50
CT002	CATEGORICO TIEMPO COMPLETO	53,054.42	37,016.52	11,604.65	16,246.51	9,863.95	12,765.12	0.00	250.00	524.19	0.00	53,054.42

L.C. Raúl Octavio Turcios Balaladea
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Punto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Merito Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD041	DIRECTOR DE POST GRADO	77,531.14	51,263.36	11,604.65	16,246.51	8,703.49	17,406.98	19,727.91	250.00	1,791.60	0.00	77,531.14
CT002	CATEDRATICO TIEMPO COMPLETO	62,314.90	42,582.57	11,604.65	18,567.44	11,024.42	17,406.98	0.00	250.00	1,661.41	0.00	62,314.90
CT002	CATEDRATICO TIEMPO COMPLETO	53,983.13	48,369.48	11,604.65	18,567.44	7,543.02	12,765.12	0.00	250.00	1,452.90	0.00	53,983.13
CT002	CATEDRATICO TIEMPO COMPLETO	51,161.50	46,429.03	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,648.47	0.00	51,161.50
CD136	JEFE DE TALLER DE METALES	61,858.93	29,651.84	11,604.65	12,068.84	8,703.49	17,406.98	8,113.26	250.00	1,901.71	0.00	61,858.93
CT002	CATEDRATICO TIEMPO COMPLETO	55,215.14	50,158.38	11,604.65	16,246.51	6,382.56	17,406.98	0.00	250.00	1,574.44	0.00	55,215.14
CD012	DIRECTOR/ANLIST/CO OP/INCODE	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 TIEMPO COMPLETO	52,713.43	20,990.84	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	879.47	0.00	52,713.43
CT002	CATEDRATICO TIEMPO COMPLETO	53,579.84	26,395.07	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,745.88	0.00	53,579.84
CD001	RECTOR/IA	98,340.85	75,364.03	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
CD071	DEPTO./RECURSOS HUMANOS	70,250.57	25,437.07	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
CD079	DIRECTOR ESPECIAL C./INIV./SNC	84,839.99	71,122.56	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 TIEMPO COMPLETO	54,120.11	27,676.13	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,589.88	0.00	54,120.11
CT002	CATEDRATICO TIEMPO COMPLETO	53,423.83	47,394.13	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,589.87	0.00	53,423.83



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



 Lc. Carlos Humberto Gutiérrez
 Tesorero General de la UPELMA



 Msc. Jorge Alberto Alvarado Flores
 Vice Rector Administrativo



 Lc. Carmelo Ismael Cortez Viquez
 Jefe del Depto. de Admon. General



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CD047	ASISTENTE TECNICO ACADEM. CUR.	60,872.16	52,386.39	11,604.65	16,246.51	0.00	17,406.98	12,184.88	250.00	1,379.14	0.00	60,872.16
CT002	CATEGORICO TIEMPO COMPLETO	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	CATEGORICO TIEMPO COMPLETO	58,963.69	40,629.69	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	CATEGORICO TIEMPO COMPLETO	49,237.02	44,533.06	11,604.65	16,246.51	7,243.02	10,444.19	0.00	250.00	1,348.65	0.00	49,237.02
CT002	CATEGORICO TIEMPO COMPLETO	56,453.97	20,216.80	11,604.65	16,246.51	7,243.02	17,406.98	0.00	250.00	1,602.81	0.00	56,453.97
CT002	CATEGORICO TIEMPO COMPLETO	55,440.75	26,083.33	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	CATEGORICO TIEMPO COMPLETO	59,183.91	53,704.20	11,604.65	18,567.44	7,243.02	17,406.98	0.00	250.00	2,011.82	0.00	59,183.91
CT002	CATEGORICO 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	48,899.81	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	CATEGORICO TIEMPO COMPLETO	59,089.53	44,588.14	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,937.44	0.00	59,089.53
CT002	CATEGORICO TIEMPO COMPLETO	56,646.12	41,845.88	11,604.65	16,246.51	7,243.02	17,406.98	0.00	250.00	1,794.96	0.00	56,646.12
CD070	DEPARTAMENTO ANTE	58,596.51	14,496.86	11,604.65	12,068.84	7,243.02	8,133.26	16,826.74	0.00	630.00	0.00	58,596.51
CT002	CATEGORICO TIEMPO COMPLETO	53,391.58	36,739.81	11,604.65	10,567.44	7,243.02	12,765.12	0.00	250.00	861.35	0.00	53,391.58
CT002	CATEGORICO TIEMPO COMPLETO	52,459.11	20,610.34	11,604.65	12,068.84	7,243.02	17,406.98	0.00	250.00	1,485.62	0.00	52,459.11

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

[Signature]
Lc. Carmen Soledad López
Jefe de Departamento General





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

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CD034	DIRECTOR DE EXTENSION CATEDRATICO POR HORA	77,430.84	46,610.16	11,604.65	18,567.44	8,703.49	15,086.05	18,727.91	250.00	1,691.30	0.00	77,430.84
CT004	CATEDRATICO CATEDRATICO	15,040.00	3,512.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,040.00
CT002	TIEMPO COMPLETO CATEDRATICO	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	TIEMPO COMPLETO CATEDRATICO	58,979.42	36,005.30	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,207.33	0.00	58,979.42
CT002	TIEMPO COMPLETO DEPTO. PROTOCOLO Y CEBAMON	59,951.13	30,235.93	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	Y CEBAMON	60,996.09	44,609.85	11,604.65	12,068.84	6,382.56	10,444.19	16,826.74	250.00	1,619.11	0.00	60,996.09
IN002	INSTRUCTOR	12,747.81	6,573.99	11,604.65	0.00	0.00	3,481.40	0.00	0.00	861.76	0.00	12,747.81
CT002	TIEMPO COMPLETO CATEDRATICO	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	TIEMPO COMPLETO TECN. ASUNTOS	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
CD089	VAIO CATEDRATICO	69,389.53	16,664.74	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	TIEMPO COMPLETO CATEDRATICO	53,122.16	40,846.94	11,604.65	16,246.51	7,543.02	15,086.05	0.00	125.00	716.93	0.00	53,122.16
CT002	TIEMPO COMPLETO CATEDRATICO	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
CT002	TIEMPO COMPLETO CATEDRATICO	46,475.47	37,112.88	11,604.65	12,068.84	8,703.49	10,444.19	0.00	250.00	1,604.30	0.00	46,475.47
CT002	TIEMPO COMPLETO	54,659.84	11,950.08	11,604.65	18,567.44	8,703.49	12,765.12	0.00	250.00	969.14	0.00	54,659.84




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




 L.C. Carmen Bustos Viera
 Jefe Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Paquete	Descripción	Salario Base	Salario Neto	Salario Base	Mirol Acad.	Mirols Prof.	Años Serv.	Cargo	Colectivo	Directivos Adquie.	Vacaciones	Total
CT002	CATEGORICO TIEMPO COMPLETO	43,889.00	33,459.03	11,604.65	12,058.84	6,382.56	10,444.19	0.00	250.00	1,119.36	0.00	43,889.60
CT002	CATEGORICO TIEMPO COMPLETO	42,599.52	38,896.56	11,604.65	12,068.84	7,543.02	8,123.26	0.00	250.00	1,209.75	0.00	42,599.52
BI002	BIBLIOTECARIO I	22,496.59	12,716.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,496.59
CO008	DIRECTOR DE SERVICIOS ESTUDIAN	77,840.64	69,923.84	11,604.65	16,246.51	8,703.49	17,406.98	19,777.91	250.00	2,101.18	0.00	77,840.64
CT002	CATEGORICO 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
CO091	ASISTENTE TECNICO	58,513.24	19,194.51	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	CATEGORICO TIEMPO COMPLETO	35,983.57	23,454.27	11,604.65	12,068.84	6,382.56	3,481.40	0.00	125.00	571.12	0.00	35,983.57
CT002	CATEGORICO TIEMPO COMPLETO	51,528.66	34,753.33	11,604.65	18,567.44	7,543.02	10,444.19	0.00	250.00	1,319.36	0.00	51,528.66
CO002	CONTADOR I	21,651.46	9,161.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,651.46
CO086	COORDINADOR DE EVALUACION CUR	65,812.66	47,296.77	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
GA001	OFICIAL ADMINISTRATIVO	23,728.89	2,685.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,728.89
AE003	ASCENSORISTA	16,932.01	7,209.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,932.01
CT002	CATEGORICO 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	2,400.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,391.48

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

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

[Signature]
Lc. Gerardo Jiménez Gutiérrez
Rector General de la UPNFM

[Signature]
Lc. Carmen Judith Lopez Vega
Jefe de Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
JF002	JEFE DE SECCION MEDICO	41,423.28	27,987.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	41,423.28
M0002	ODONTOLOGO DEPARTAMENTO	34,148.27	10,691.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34,148.27
CD069	CIENCIAS/EDU CATEDRATICO	67,285.50	30,962.88	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	TIEMPO COMPLETO CATEDRATICO	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	7,584.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,632.12
CT002	TIEMPO COMPLETO DEPARTAMENTO	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	NATURA CATEDRATICO	55,746.00	26,210.18	11,604.65	16,246.51	6,382.56	8,123.36	11,074.42	250.00	314.60	0.00	55,746.00
CT002	TIEMPO COMPLETO CATEDRATICO	50,341.57	32,815.24	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,292.73	0.00	50,341.57
CT002	TIEMPO COMPLETO OFICIAL DE PERSONAL	37,774.42	12,009.69	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
OP002	OFICIAL DE PERSONAL	25,747.65	14,787.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,747.65
CT002	TIEMPO COMPLETO OFICIAL	42,580.24	38,484.27	11,604.65	12,068.84	6,382.56	10,444.19	0.00	0.00	280.00	0.00	42,580.24
OM003	ADMINISTRATIVO II OFICINISTA	21,944.32	1,808.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,944.32
OT002	TRANSCRIPIONA DEPARTAMENTO	20,610.19	6,383.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,610.19
CD068	EDUCACION E	58,742.58	27,138.96	11,604.65	16,246.51	7,543.02	3,481.40	16,836.74	250.00	990.26	0.00	58,742.58


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




L.C. Carmen Soledad López Vayas
Jefe del Depto. de Admón. General




Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEGORICO DEPARTAMENTO SOCIALES	42,150.65	14,308.16	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	314.60	0.00	42,150.65
CM003	CATEGORICO TIEMPO COMPLETO	72,106.92	31,253.51	11,604.65	16,246.51	6,382.56	17,406.58	16,826.74	250.00	1,589.48	0.00	72,106.92
CT002	CATEGORICO A MEDIO TIEMPO	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	SECRETARIA I INFORMÁT EDUCATI	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	CONSEJERE AYUDANTE DE MAINTENIMIENTO	18,707.58	6,360.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,707.58
CO150	CONSEJERE AYUDANTE DE MAINTENIMIENTO	56,096.62	45,392.89	11,604.65	16,246.51	8,203.49	8,123.26	8,123.26	0.00	1,495.45	0.00	56,096.62
CO002	ASISTENTE DEPARTAMENTO MATEMATICOS	17,248.04	3,486.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,743.46	33,991.50
AN002	ASISTENTE DEPARTAMENTO MATEMATICOS	16,881.70	3,172.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,388.21	33,269.91
A2002	ASISTENTE DEPARTAMENTO MATEMATICOS	30,699.94	5,511.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,894.22	61,584.16
CT002	CATEGORICO A MEDIO TIEMPO	46,263.08	28,697.48	11,604.65	16,246.51	7,243.02	8,123.26	0.00	0.00	945.64	0.00	46,263.08
CM061	CATEGORICO 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	CATEGORICO A MEDIO TIEMPO	16,107.08	1,974.89	5,802.33	6,034.42	0.00	2,901.17	0.00	0.00	469.16	0.00	16,107.08
CT002	CATEGORICO A MEDIO TIEMPO	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	CATEGORICO A MEDIO TIEMPO	54,064.93	40,745.19	11,604.65	16,246.51	7,243.02	15,086.05	0.00	250.00	1,534.79	0.00	54,064.93


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


 Lc. Carmen Espinosa Torres
 Jefe del Depto. de Admon. General


 Mtz. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adjudic.	Vacaciones	Total
SE002	SECRETARIA I	18,397.35	9,626.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,397.35
CO084	COORDINADOR PUBLICACIONES	44,200.16	40,044.60	11,604.65	12,058.84	0.00	3,481.40	15,086.05	0.00	159.22	0.00	44,200.16
OS003	OPERADOR SISTEMAS CCS	22,168.89	18,001.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,168.89
A0003	AUX.SERV. ADMINISTRATIVOS	18,864.52	6,318.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,864.52
CO006	VICERECTOR(A) ACADEMICA	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	4,703.49	10,444.19	0.00	250.00	1,539.92	0.00	50,588.76
CT002	CATEDRATICO TIEMPO COMPLETO	46,640.22	35,921.00	11,604.65	16,246.51	7,543.02	8,133.26	0.00	250.00	1,072.78	0.00	46,640.22
TD002	TRANSCRIPCIÓN DE DATOS	20,635.35	13,526.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,635.35
AED03	ASCENSORISTA	16,881.24	11,682.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,881.24
A0002	ASISTENTE	27,201.55	11,608.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,201.55
JR002	JEFE DE SECCION DIRECTOR ESPECIAL	30,535.56	1,918.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,535.56
CO027	C.U.MV.SPS	84,232.86	65,332.73	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
CO002	CONSERJE	17,331.72	14,910.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,331.72

[Signature]
L.C. Raúl Octavio Funes Barrios
Jefe Depto. De Recursos Humanos

[Signature]
L.C. Carmen Isolina Lopez Yezza
Jefa del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEGORICO TIEMPO COMPLETO	49,012.90	38,402.32	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	15,369.63	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	2,511.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,916.95
C0002	CONSERJE	16,477.98	3,944.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,477.98
TD002	TRANSCRIPTOR DE DATOS	19,407.79	11,471.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,407.79
C0002	CONSERJE	16,023.08	4,983.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,023.08
CT002	CATEGORICO TIEMPO COMPLETO	51,052.17	28,249.60	11,604.65	18,507.44	7,543.02	10,444.19	0.00	0.00	1,092.87	0.00	51,052.17
SE002	SECRETARIA I	16,980.92	10,473.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,980.92
CT002	CATEGORICO TIEMPO COMPLETO	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	CATEGORICO TIEMPO COMPLETO	44,090.16	37,898.61	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,539.92	0.00	44,090.16
CD115	DEPARTAMENTO LETRAS	48,264.88	10,951.05	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	CATEGORICO A MEDIO TIEMPO	18,987.22	17,201.24	5,802.33	6,123.26	3,191.28	870.35	0.00	0.00	0.00	0.00	18,987.22
CT002	CATEGORICO TIEMPO COMPLETO	58,529.37	53,822.02	11,604.65	18,507.44	7,543.02	17,406.98	0.00	0.00	1,607.28	0.00	58,529.37
CT002	CATEGORICO TIEMPO COMPLETO	51,079.70	21,466.94	11,604.65	12,068.84	6,382.56	17,406.98	0.00	250.00	1,560.67	0.00	51,079.70


 Lic. Raúl Octavio Turcios
 Jefe Depto. De Recursos Humanos


 Lic. Camarozzi
 Tesorero General de la UPN FMORAZA


 Lic. Carlos Humberto Gutiérrez
 Jefe de la Oficina de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CO137	JEFE DE TALLER DE ELECTRICIDAD	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
	CATEDRATICO											
CT002	TIEMPO COMPLETO	43,934.84	31,277.94	11,604.65	16,246.51	6,382.56	5,802.33	0.00	250.00	1,838.79	0.00	43,934.84
CO103	JEFE DE SECCION DE EDUCACION E TRANSCRIPTOR DE DATOS	55,923.94	50,675.02	11,604.65	16,246.51	7,543.02	5,802.33	11,604.65	250.00	1,072.78	0.00	55,923.94
	CATEDRATICO											
CT002	TIEMPO COMPLETO	22,390.32	2,257.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,390.32
CT002	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
T0002	TELEFONISTA	17,128.98	10,592.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,128.98
	DEPARTAMENTO											
CO067	TECNALMATE	60,263.71	37,537.54	11,604.65	12,068.84	6,382.56	10,444.19	16,826.74	250.00	886.73	0.00	60,263.71
	CATEDRATICO											
CT002	TIEMPO COMPLETO	48,205.07	16,388.79	11,604.65	16,246.51	7,543.02	10,444.19	0.00	0.00	566.70	0.00	48,205.07
	CATEDRATICO											
CT002	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
	DECLARO FACULTAD DE HUMANIDADES											
CO022	CATEDRATICO	77,058.90	65,104.19	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	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	CONTRADOR II	21,475.44	9,885.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,475.44
PU002	PLANNIFICADOR	38,466.91	18,364.80	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	2,083.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,682.69

L.C. Raúl Octavio Turcios Barahona
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Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Salario Base	Mval Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE002	SECRETARIA I	18,102.85	11,581.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,102.85
SE002	SECRETARIA I	19,340.12	12,030.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,340.12
B0004	BIBLIOTECARIA III	25,491.12	21,957.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,491.12
CT002	CATEDRATICO TIEMPO COMPLETO	31,848.03	24,809.19	11,604.65	16,246.51	9,863.95	10,444.19	17,987.21	0.00	1,183.44	0.00	31,848.03
CO051	VICE DECANO FACULTAD CENCA Y CATEDRATICO	69,129.95	40,511.03	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	CATEDRATICO TIEMPO COMPLETO	46,816.45	33,195.02	11,604.65	16,246.51	7,243.02	8,123.26	250.00	250.00	1,249.01	0.00	46,816.45
CT002	CATEDRATICO TIEMPO COMPLETO	51,424.40	35,728.45	11,604.65	16,246.51	9,863.95	10,444.19	250.00	250.00	1,215.10	0.00	51,424.40
CT002	CATEDRATICO TIEMPO COMPLETO	50,525.84	39,588.02	11,604.65	16,246.51	8,203.49	10,444.19	250.00	250.00	1,477.00	0.00	50,525.84
CT002	CATEDRATICO TIEMPO COMPLETO	46,500.88	37,423.26	11,604.65	16,246.51	7,243.02	8,123.26	0.00	0.00	1,183.44	0.00	46,500.88
CT002	CATEDRATICO TIEMPO COMPLETO	48,139.52	26,039.39	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	20,630.80	4,823.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,014.01	40,634.81
CT002	TIEMPO COMPLETO	54,797.25	48,773.92	11,604.65	16,246.51	6,382.56	17,405.98	0.00	0.00	1,356.55	0.00	54,797.25
B0003	BIBLIOTECARIA II CATEDRATICO A	20,630.83	1,304.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,630.83
CT003	MEIO TIEMPO	24,979.62	22,306.30	5,902.33	9,248.73	3,771.51	5,222.10	0.00	0.00	0.00	0.00	24,979.62

Lc. Raúl Octavio Turcios Barahona
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Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Camarissa Rodríguez Vial
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Misal Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adm.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	47.661,35	33.698,92	11.604,65	16.246,51	8.703,49	8.123,26	0,00	0,00	1.183,44	0,00	47.661,35
CD056	DEPARTAMENTO TECNICA INDU	63.272,61	44.101,25	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
AV001	AYUDANTE DE MANTENIMIENTO	16.934,45	3.431,70	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	16.934,45
AM002	AUXILIAR DE MANTENIMIENTO I	16.529,23	4.058,87	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	16.529,23
CT002	CATEDRATICO TIEMPO COMPLETO	56.179,15	34.773,82	11.604,65	16.246,51	7.543,02	17.406,98	0,00	0,00	1.577,99	0,00	56.179,15
CD091	ASISTENTE TECNICO DEPARTAMENTO	59.397,69	40.040,38	11.604,65	16.246,51	8.703,49	8.123,26	12.184,88	0,00	734,90	0,00	59.397,69
CD118	EDUCAC DEPARTAMENTO	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	CATEDRATICO TIEMPO COMPLETO	46.682,02	21.815,22	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	5.367,94	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	19.177,78
TE002	TESORERO	51.030,71	15.098,97	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	51.030,71
SE005	SECRETARIA IV	21.865,38	12.456,33	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	21.865,38
J0002	JEFE DEPARTAMENTO	45.715,51	28.086,83	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	45.715,51
SE003	SECRETARIA II	19.971,74	4.596,13	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	19.971,74
SE005	SECRETARIA IV	21.865,24	10.966,15	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	21.865,24

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Lic. Carmen Solís La Cruz
Rectora General de Admon. General






UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Meses Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD19	DEPARTAMENTO CENCI	53,361.63	40,526.09	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	11,351.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,904.75	40,408.76
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
CO004	NATURALES CATEDRATICO	60,279.42	43,287.52	11,604.65	16,246.51	7,543.02	5,802.33	16,826.74	0.00	456.17	0.00	60,279.42
CT002	TIEMPO COMPLETO CATEDRATICO	41,180.87	21,512.29	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	505.29	0.00	41,180.87
CO001	ASISTENTE TECNICO JEFE DE SECCION DE NATURALES	51,700.00	46,884.45	11,604.65	16,246.51	6,382.56	3,481.40	12,184.88	0.00	0.00	0.00	51,700.00
CO154	CATEDRATICO TIEMPO COMPLETO	46,482.84	17,919.43	11,604.65	12,068.84	0.00	8,123.26	11,604.65	0.00	1,201.44	0.00	46,482.84
CT002	TIEMPO COMPLETO CATEDRATICO	51,246.99	28,731.67	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	38,609.50	13,178.74	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	1,041.12	0.00	38,609.50
CT002	TIEMPO COMPLETO CATEDRATICO	42,323.21	38,652.35	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	39,346.73	26,948.44	11,604.65	12,068.84	7,543.02	5,802.33	0.00	0.00	527.89	0.00	39,346.73
RC001	RECEPCIONISTA	17,322.93	2,322.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,322.93
CO001	ASISTENTE TECNICO COORDINADOR DE PROGRAMA	54,491.73	25,487.95	11,604.65	12,068.84	7,543.02	8,123.26	12,184.88	0.00	1,167.08	0.00	54,491.73
CO300	PROGRAMA	64,190.38	5,885.38	11,604.65	12,068.84	7,543.02	8,123.26	21,468.60	0.00	1,582.01	0.00	64,190.38

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Vice Rector Administrativo




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






UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Mérito Prof.	Altes Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	56,214.63	49,747.93	11,604.65	16,246.51	7,543.02	17,406.98	0.00	0.00	1,613.47	0.00	56,214.63
CT002	CATEDRATICO TIEMPO COMPLETO	38,957.86	29,663.98	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	CATEDRATICO TIEMPO COMPLETO	39,515.12	25,984.82	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	3,511.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,571.28
AV001	AYUDANTE DE MAINTENIMIENTO	15,618.50	3,850.10	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	45,481.04	11,604.65	16,246.51	8,203.49	5,802.33	11,604.65	0.00	856.89	0.00	56,618.52
AP002	PROGRAMADOR CATEDRATICO	26,505.07	2,075.35	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	5,306.42	11,604.65	12,068.84	0.00	8,123.26	0.00	0.00	456.17	0.00	34,052.92
BI002	BIBLIOTECARIO I	17,614.38	7,929.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,614.38
AV002	AUDITOR I CATEDRATICO	21,332.48	5,426.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,332.48
CT002	CATEDRATICO TIEMPO COMPLETO	38,867.29	4,032.95	11,604.65	16,246.51	0.00	8,123.26	0.00	0.00	1,092.87	0.00	38,867.29
TE003	OFICIAL DE TESORERIA	26,050.56	18,338.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,050.56
CO008	VICERECTORIA EDUC.A DISTANCI	84,806.93	62,771.83	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
CO010	VICE RECTORIA INVESTI POSTGRU	79,874.03	54,546.45	11,604.65	16,246.51	8,703.49	8,123.26	32,493.02	0.00	903.10	0.00	79,874.03

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L.C. Germain Isolina Lopez Verea
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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Privat Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD056	SUB DIRECTOR CENT. INV. INNOV. ED. DEPARTAMENTO	63,907.86	43,799.64	11,604.65	16,246.51	8,703.49	8,123.26	16,246.51	0.00	1,183.44	0.00	63,907.86
CD120	ANTE CATEGORICO	44,712.60	40,246.04	11,604.65	12,068.84	6,382.56	1,740.70	11,024.42	0.00	91.43	0.00	44,712.60
CT002	TIEMPO COMPLETO CATEGORICO	43,890.40	37,017.62	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	893.89	0.00	43,890.40
CT002	TIEMPO COMPLETO CATEGORICO	45,427.13	31,007.11	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	DECANO FACULTAD DE CIENCIA Y T.	73,740.92	50,931.65	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 CATEGORICO	17,024.00	5,133.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,024.00
CT003	MEDIO TIEMPO CATEGORICO	17,337.64	14,007.80	5,802.33	6,034.42	3,191.28	670.35	0.00	0.00	539.26	0.00	17,337.64
CT002	TIEMPO COMPLETO CATEGORICO	49,690.64	29,619.94	11,604.65	16,246.51	6,382.56	12,765.12	0.00	0.00	891.80	0.00	49,690.64
CT002	TIEMPO COMPLETO COORDINADOR DE CARRERA INGLES	46,470.09	18,404.77	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	1,152.65	0.00	46,470.09
CD183	CARRERA INGLES CATEGORICO	51,564.29	32,773.31	11,604.65	16,246.51	7,543.02	5,802.33	7,543.02	0.00	1,024.76	0.00	51,564.29
CT002	TIEMPO COMPLETO	38,313.67	23,826.58	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 CATEGORICO	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	TIEMPO COMPLETO CATEGORICO	39,942.66	30,595.94	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	477.54	0.00	39,942.66
CT002	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

Lic. Raúl Octavio Nájera Barahona
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DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Mezclas Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CI002	CATEGORICO TIEMPO COMPLETO	27.320,86	13.647,59	11.604,65	12.068,84	0,00	1.740,70	0,00	0,00	106,67	0,00	27.320,86
CO091	ASISTENTE TECNICO CATEGORICO	60.163,15	39.227,42	11.604,65	18.567,44	8.703,49	5.802,33	12.184,88	0,00	1.500,36	0,00	60.163,15
CI002	TIEMPO COMPLETO COORDINADOR DE	34.001,19	19.935,83	11.604,65	12.068,84	6.382,56	1.740,70	0,00	0,00	404,44	0,00	34.001,19
CO185	CARRERA ORIENTA TECN ASUNTOS	52.839,27	30.276,71	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
CO089	VRAD SECRETARIO CENTRO	53.785,55	32.937,03	11.604,65	12.068,84	6.382,56	5.802,33	15.086,05	0,00	1.041,12	0,00	53.785,55
CO087	INV/IN/EDUC CATEGORICO	55.081,86	38.435,52	11.604,65	12.068,84	7.543,02	5.802,33	15.666,28	0,00	596,74	0,00	55.081,86
CI002	TIEMPO COMPLETO DIRECTOR CENTRO	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
CI031	INVEST/INNOV/E	62.341,45	48.812,20	11.604,65	16.246,51	6.382,56	5.802,33	19.727,91	0,00	777,49	0,00	62.341,45
AS002	ASEADOR/A COORD/PRACTICA	14.211,25	4.876,85	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	14.211,25
CO128	DOCENTE CUR CATEGORICO	47.966,07	13.132,07	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
CI002	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
BI002	BIBLIOTECARIO I ADJUNTA	19.209,76	11.255,06	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	19.209,76
AD002	ADMINISTRATIVO CATEGORICO	18.780,46	10.397,57	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	18.780,46
CI002	TIEMPO COMPLETO	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

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PLANILLA DE PAGO MES DE JULIO DEL 2014

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M0002	MEDICO ODONTOLÓGICO	24,962.42	7,512.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,962.42
B0005	AUXILIAR DE BIBLIOTECA	18,344.53	1,979.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,344.53
A0001	AUDITOR INTERNO AUXILIAR DE BIBLIOTECA	38,544.51	2,960.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38,544.51
B0005	BIBLIOTECA	19,991.15	13,084.12	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	14,770.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,005.36
A0002	ASPA/RI. CATEDRÁTICO	17,184.33	4,164.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,677.15	33,861.48
CT002	TIEMPO COMPLETO CATEDRÁTICO	25,473.49	23,260.63	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO SERVICIOS GENERALES	44,656.98	28,096.74	11,604.65	18,567.44	8,703.49	3,481.40	0.00	0.00	500.00	0.00	44,656.98
J0003	SERVICIOS GENERALES OFICIAL ADMINISTRATIVO	16,023.21	2,574.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,023.21
CA001	ADMINISTRATIVO	17,700.66	10,913.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,700.66
SE005	SECRETARIA IV AUX.SERV.ADMINIST.	17,366.93	6,519.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,366.93
AX003	RATIVOS ASST.TECNASQUITA	19,550.39	9,878.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,550.39
CD093	CADEN CUED OFICIAL DE COMPAS	53,760.90	31,610.48	11,604.65	12,068.84	6,382.56	5,802.33	15,086.05	0.00	1,016.47	0.00	53,760.90
00003	COMPAS	15,580.08	2,209.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,580.08

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

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Lc. Carmen Humberto Gutiérrez
Jefe del Departamento de Recursos Humanos

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Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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Lc. Carmen Isolina Lopez Vazquez
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Fret.	Años Serv.	Cargo	Colectivo	Orechos Adquir.	Vacaciones	Total
CT004	CATEGORICO PDI HORA	7.320,00	6.039,40	0,00	0,00	0,00	0,00	0,00	0,00	120,00	0,00	7.320,00
CT002	CATEGORICO TIEMPO COMPLETO	43.097,87	34.236,36	11.604,65	16.246,51	6.382,56	5.802,33	0,00	0,00	1.261,82	0,00	43.097,87
CT002	CATEGORICO 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	CATEGORICO TIEMPO COMPLETO	46.477,91	15.887,75	11.604,65	18.567,44	8.703,49	5.802,33	0,00	0,00	0,00	0,00	46.477,91
CT002	CATEGORICO TIEMPO COMPLETO	29.021,55	2.818,39	11.604,65	12.068,84	0,00	3.481,40	0,00	0,00	66,66	0,00	29.021,55
CT002	CATEGORICO TIEMPO COMPLETO	27.547,47	25.098,67	11.604,65	11.068,84	0,00	1.740,70	0,00	0,00	313,28	0,00	27.547,47
CT002	CATEGORICO TIEMPO COMPLETO	43.998,81	11.163,58	11.604,65	16.246,51	7.543,02	5.802,33	0,00	0,00	1.802,30	0,00	43.998,81
CT002	CATEGORICO TIEMPO COMPLETO	42.564,14	26.003,38	11.604,65	16.246,51	8.703,49	3.481,40	0,00	0,00	728,09	0,00	42.564,14
CT002	CATEGORICO 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	CATEGORICO TIEMPO COMPLETO	45.340,42	18.128,69	11.604,65	16.246,51	8.703,49	5.802,33	0,00	0,00	1.183,44	0,00	45.340,42
CT002	CATEGORICO 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	1.389,02	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	16.378,37
SE004	SECRETARIA III	19.118,74	7.011,95	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	19.118,74
CT002	CATEGORICO TIEMPO COMPLETO	54.474,82	48.871,83	11.604,65	16.246,51	6.382,56	17.406,98	0,00	0,00	1.034,12	0,00	54.474,82

Lc. Raúl Octavio Turcios Bujarrón
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Lc. Carlos Humberto Gutiérrez
Tenedor de libros de la Planilla

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lc. Carolina López Vivas
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Noved Acad.	Mención Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Variaciones	Total
CD081	SECRETARIO DE CENTRO UNIVERSIT	61,405.79	53,693.78	11,604.65	16,246.51	8,203.49	5,802.33	16,246.51	0.00	1,002.30	0.00	61,405.79
CT002	CATEDRATICO TIEMPO COMPLETO	43,021.80	30,931.06	11,604.65	16,246.51	0.00	12,765.12	0.00	0.00	605.52	0.00	43,021.80
CT002	CATEDRATICO TIEMPO COMPLETO	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	CATEDRATICO TIEMPO COMPLETO	42,859.32	17,991.46	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	24,365.50	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	20,017.13	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	266.67	0.00	43,263.18
CD006	PROFESOR ASIST. TECNICO	60,825.55	55,014.51	11,604.65	16,246.51	7,543.02	5,802.33	16,826.74	0.00	1,002.30	0.00	60,825.55
CD095	RECT. INV. POSTG. DEPARTAMENTO	55,761.63	37,020.70	11,604.65	16,246.51	7,543.02	3,481.40	16,086.05	0.00	0.00	0.00	55,761.63
CD012	COMERC. CATEDRATICO	52,913.80	26,904.30	11,604.65	16,246.51	8,703.49	3,481.40	11,024.42	0.00	133.33	0.00	51,993.80
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	29,156.36	11,604.65	16,246.51	4,382.56	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
CT002	TIEMPO COMPLETO CATEDRATICO	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 JEFE DE SECCION DE	39,816.23	36,305.09	11,604.65	12,068.84	7,543.02	5,802.33	0.00	0.00	997.39	0.00	39,816.23
CD051	MATEMATICAS	50,539.53	29,696.02	11,604.65	16,246.51	7,543.02	1,740.20	11,604.65	0.00	0.00	0.00	50,539.53

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Adios Sem.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEGORICO TIEMPO COMPLETO	42,691.12	38,030.83	11,604.65	18,567.44	6,382.56	3,481.40	0.00	0.00	855.07	0.00	42,691.12
CD038	MADEIRA JEFE DE TALLER DE	48,365.95	44,321.67	11,604.65	16,246.51	6,382.56	3,481.40	8,133.26	0.00	727.57	0.00	48,365.95
CT002	CATEGORICO TIEMPO COMPLETO	35,838.60	4,123.10	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 CATEGORICO	53,715.53	29,213.96	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	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
OP002	MAQUINA REPROD. I	14,609.92	2,949.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,609.92
SE002	SECRETARIA I CATEGORICO	14,758.93	10,398.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,758.93
CT002	TIEMPO COMPLETO CATEGORICO	35,601.39	10,260.10	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	763.94	0.00	35,601.39
CT002	TIEMPO COMPLETO CATEGORICO	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
CO091	ASISTENTE TECNICO CATEGORICO	53,162.50	35,929.24	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 JEFE DE SECCION DE	47,996.51	41,517.04	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	0.00	0.00	47,996.51
CD004	CENCAS/ED CATEGORICO	47,207.20	43,615.62	11,604.65	12,068.84	6,382.56	3,481.40	11,604.65	0.00	765.10	0.00	47,207.20
CT002	TIEMPO COMPLETO CATEGORICO	35,601.39	5,340.06	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	363.94	0.00	35,601.39
CT002	TIEMPO COMPLETO CATEGORICO	43,524.40	24,332.79	11,604.65	18,567.44	7,543.02	3,481.40	0.00	0.00	527.89	0.00	43,524.40

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

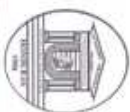
PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Misal Acad.	Morales Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	37.774,42	18.114,15	11.604,65	16.246,51	6.382,56	1.740,70	0,00	0,00	0,00	0,00	37.774,42
CT002	CATEDRATICO TIEMPO COMPLETO	38.354,65	32.214,61	11.604,65	18.587,44	6.382,56	0,00	0,00	0,00	0,00	0,00	38.354,65
CT004	CATEDRATICO POR HORA	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	CATEDRATICO TIEMPO COMPLETO	38.076,46	29.803,34	11.604,65	16.246,51	6.382,56	1.740,70	0,00	0,00	302,04	0,00	38.076,46
CD188	COORDINADOR DE CARRERA PREESCO	44.156,98	36.968,74	11.604,65	16.246,51	6.382,56	1.740,70	6.382,56	0,00	0,00	0,00	44.156,98
QA003	ADMINISTRATIVO I CATEDRATICO	19.595,60	5.251,60	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	19.595,60
CT102	TIEMPO COMPLETO COORD. MANTENIMI	27.742,08	25.347,71	11.604,65	12.088,84	0,00	1.740,70	0,00	0,00	527,89	0,00	27.742,08
CH001	ENVO VEHICULAR CATEDRATICO	18.839,59	5.083,72	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	18.839,59
CT002	TIEMPO COMPLETO	56.761,63	51.531,15	11.604,65	18.587,44	6.382,56	17.406,98	0,00	0,00	1.000,00	0,00	56.761,63
SE003	SECRETARIA II CATEDRATICO	14.006,85	3.010,41	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	14.006,85
CT002	TIEMPO COMPLETO CATEDRATICO	25.473,49	23.240,61	11.604,65	12.088,84	0,00	0,00	0,00	0,00	0,00	0,00	25.473,49
CT002	TIEMPO COMPLETO	40.623,24	15.604,83	11.604,65	18.587,44	6.382,56	1.740,70	0,00	0,00	527,89	0,00	40.623,24
SE002	SECRETARIA I COORDINADOR DE	13.940,52	385,62	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	13.940,52
CD188	CARRERA INGLES	44.304,87	14.961,75	11.604,65	12.088,84	7.543,02	3.481,40	7.543,02	0,00	283,94	0,00	44.304,87

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Atus Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CC085	COORDINADOR DE ASUNTOS RECTORIA	50,423.49	20,348.27	11,604.65	12,068.84	7,543.02	1,740.70	15,666.26	0.00	0.00	0.00	50,423.49
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	11,974.17	11,604.65	16,746.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CT002	CATEDRATICO TIEMPO COMPLETO	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	472.81	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	10,051.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,248.29
OT002	TRASCRIPTORA AUXILIAR DE SERVICIOS VARIOS	15,481.51	2,114.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,481.51
AX001	CONSERJE	13,667.21	1,797.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,667.21
CO002	COTIZADOR	17,124.69	10,083.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,124.69
AE002	MAINT ELECTRY FONTANERII	14,519.08	2,471.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,519.08
AX003	AUX.SERV ADMINISTRATIVOS	14,338.10	1,456.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,338.10
CC001	CAJERO PAGADOR	14,261.01	1,595.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,261.01
CT002	CATEDRATICO TIEMPO COMPLETO AYUDANTE	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
MCC02	MECANICA	12,234.88	1,521.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,234.88

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Mirol Acuit.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE003	SECRETARIA II	14,394.01	2,549.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,394.01
CB001	COORDINADOR CATEDRÁTICO 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	8,720.00	7,847.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,720.00
OM001	OFICIAL ADMINISTRATIVO	18,083.74	7,479.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,083.74
OM001	OFICIAL ADMINISTRATIVO TÉCNICO	20,554.85	15,048.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,949.43	40,504.38
TA001	AUDICIONAL CATEDRÁTICO	13,955.74	5,776.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,541.89	27,497.63
CT002	TIEMPO COMPLETO OFICIAL	37,774.42	23,192.65	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
OM001	OFICIAL ADMINISTRATIVO	16,045.42	4,644.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,045.42
AS002	ASEADORA	11,987.54	4,913.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,987.54
BI003	BIBLIOTECARIA II	20,993.29	14,792.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,993.29
SE002	SECRETARIA I	14,580.73	2,698.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,156.34	28,737.07
SE002	SECRETARIA I AUXILIAR	15,632.70	4,313.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,176.54	30,809.34
SP005	OFICIAL CATEDRÁTICO	14,309.97	8,893.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,309.97
CT002	TIEMPO COMPLETO	31,981.86	27,605.51	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,981.86



 Lc. Raul Octavio Garcés Berón
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 Lc. Carmen Isolina Lopez Lopez
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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario Base	Salario Neto	Salario Base	Novel Acad.	Miembros Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEGORICO TIEMPO COMPLETO	31,641.86	16,399.23	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	250.00	0.00	31,641.86
CT003	CATEGORICO A MEDIO TIEMPO	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	COORDINADOR PLAT EDUC VIRTUAL	42,828.13	26,234.62	11,604.65	12,068.84	0.00	1,740.70	15,086.05	0.00	527.89	0.00	42,828.13
CT002	CATEGORICO TIEMPO COMPLETO	33,898.79	28,591.34	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	302.04	0.00	33,898.79
CT003	CATEGORICO A MEDIO TIEMPO	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
CT002	CATEGORICO TIEMPO COMPLETO	42,099.99	23,717.73	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 CATEGORICO	15,636.44	12,415.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,636.44
CT002	CATEGORICO TIEMPO COMPLETO	35,337.45	24,868.82	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	0.00	35,337.45
CO206	COORD CARREERA EDUC COMERCIAL	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
CT003	CATEGORICO A MEDIO TIEMPO	19,802.55	16,098.80	5,802.33	8,123.26	3,771.51	870.35	0.00	0.00	335.10	0.00	19,802.55
CT002	CATEGORICO TIEMPO COMPLETO	34,440.92	26,802.10	11,604.65	12,068.84	8,703.49	0.00	0.00	0.00	263.94	0.00	34,440.92
CT002	CATEGORICO TIEMPO COMPLETO	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
TY003	TECNICO EN COMPUTACION	17,058.38	8,275.86	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	28,534.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,172.16

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

[Signature]
Lc Carmen Soledad Viana
Jefe del Departamento de Administración



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Minut Acad.	Mención Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
ME002	MEDICO GENERAL	47,498.26	24,031.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	47,498.26
SE003	SECRETARIA II	14,644.25	2,207.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,644.25
CT003	CATEDRATICO A MEDIO TIEMPO	18,171.98	4,948.22	5,802.33	6,034.42	3,191.28	1,740.70	0.00	0.00	563.25	0.00	18,171.98
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	34,577.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT003	CATEDRATICO A MEDIO TIEMPO	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	CATEDRATICO POR 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
CO091	ASISTENTE TECNICO CATEDRATICO	49,959.30	45,343.01	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	0.00	49,959.30
CT092	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
OA001	ADMINISTRATIVO CATEDRATICO	15,433.12	9,991.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,433.12
CT002	TIEMPO COMPLETO CATEDRATICO	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	35,917.68	32,424.72	11,604.65	12,068.84	8,703.49	1,740.70	0.00	0.00	0.00	0.00	35,917.68
BR002	BRIBUOTECARIO I	13,275.90	6,516.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,275.90
TD002	TRANSCRIPCIÓN DE DATOS	12,952.17	8,733.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,952.17
BR002	BRIBUOTECARIO I	12,110.48	2,463.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,110.48

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

[Firma]
Lc. Carmen Isolina Lopez Vega
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
GA002	GUARDALMACEN	11.134.19	3.250.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.134.19
MTR02	MOTORISTA CATEGORICO	14.133.28	5.563.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.133.28
CT002	TIEMPO COMPLETO DIRECTOR INST. AN. Y EVAL. EDUC. CATEGORICO	37.908.38	34.306.16	11.604.65	12.068.84	8.703.49	3.483.40	0.00	0.00	250.00	0.00	37.908.38
CT002	TIEMPO COMPLETO	74.829.07	63.987.19	11.604.65	18.567.44	8.703.49	3.483.40	30.172.09	0.00	500.00	0.00	74.829.07
CT002	TIEMPO COMPLETO	39.515.12	30.489.59	11.604.65	16.246.51	6.382.56	3.483.40	0.00	0.00	0.00	0.00	39.515.12
CH002	CONTADOR I DEPARTAMENTO TECNICO	14.687.09	10.217.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.687.09
CP116	CATEGORICO TIEMPO COMPLETO	48.836.94	25.703.90	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	CATEGORICO A MEDIO TIEMPO OPERADOR Y AUX. SOPORTE	40.713.68	31.551.79	11.604.65	16.246.51	7.543.02	3.483.40	0.00	0.00	38.10	0.00	40.713.68
CT003	OPERADOR Y AUX. SOPORTE	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
OC001	CONTADOR I CATEGORICO	18.119.09	10.565.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18.119.09
ON002	CONTADOR I CATEGORICO TIEMPO COMPLETO	12.151.75	2.937.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.151.75
CT002	SECRETARIA I MEDICO	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	2.361.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.498.85
MO002	ODONTOLOGO	17.789.91	15.757.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.789.91


 L.C. Jorge Alberto Alvarez Flores
 Jefe Depto. De Recursos Humanos



 L.C. Carmen Isolina Lopez Vazquez
 Tesoro General de la UPNMA




UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Mensual Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquis.	Vacaciones	Total
CD028	DIRECTOR ESPECIAL C/UNIV/CEIBA	67,366.28	60,201.98	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	CATEDRATICO TIEMPO COMPLETO	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	CATEDRATICO TIEMPO COMPLETO	28,992.99	12,706.33	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	128.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,534.89
SO002	SOMEDISTA OFICIAL DE	12,434.21	4,324.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,434.21
QU001	PRESUPUESTO	14,117.60	7,642.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,117.60
CO002	CONSERVE	11,103.03	1,661.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,103.03
CO057	JEFE DE UBERNIA COORD. CARRERA	51,583.95	28,978.61	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	TURISMA Y HOSTEL	47,058.14	34,787.21	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	CATEDRATICO TIEMPO COMPLETO	34,757.21	28,313.63	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	0.00	34,757.21
CO007	VERIFICADOR(A) ADMINISTRATIVO	74,329.07	36,886.86	11,604.65	16,246.51	8,703.49	3,481.40	12,401.02	0.00	0.00	0.00	74,329.07
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	8,280.63	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CO096	JEFE DE SECCION DE MATEMATICAS	46,399.96	30,535.22	11,604.65	12,068.84	7,543.02	1,740.70	11,004.65	0.00	38.10	0.00	46,399.96
CO142	COORD. LAB. MEDICIN A DEL DEPORTE	41,720.01	34,799.41	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	0.00	41,720.01


 L.C. Raúl Octavio Pulcra Saracina
 Jefe Depto. De Recursos Humanos


 L.C. Carlos Humberto Gutiérrez
 Director General de la UPFM


 Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo


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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Antes Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT004	CATEGORICO POR HORA	8.720,00	7.847,40	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	8.720,00
CD047	ASISTENTE TECNICO ACADEMIA CUR.	52.860,46	41.538,45	11.604,65	16.246,51	7.543,02	3.481,40	12.184,88	0,00	0,00	0,00	52.860,46
CD002	ASISTENTE ASUNTOS ADITIVOS CUR	52.860,46	30.142,62	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	CATEGORICO A MEDIO TIEMPO	13.645,20	5.546,58	5.802,33	6.034,42	0,00	870,35	0,00	0,00	38,10	0,00	13.645,20
CD158	JEFE DE SECCION DE EDUCACION F OFICIAL CONTROL	52.280,23	34.628,60	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	PRESUUESTO	21.496,13	3.537,37	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	21.496,13
CM002	CONTADOR I	15.382,73	220,68	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	15.382,73
CT009	CATEGORICO A MEDIO TIEMPO	17.416,71	12.855,40	5.802,33	6.034,42	3.771,51	870,35	0,00	0,00	38,10	0,00	17.416,71
CT002	CATEGORICO DEPARTAMENTO COMERCIALES	36.497,91	12.276,23	11.604,65	12.068,84	7.543,02	3.481,40	0,00	0,00	0,00	0,00	36.497,91
CD062	DEPARTAMENTO COMERCIALES	58.662,79	44.147,81	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	CATEGORICO TIEMPO COMPLETO	37.774,42	19.048,68	11.604,65	16.246,51	6.382,56	1.740,70	0,00	0,00	0,00	0,00	37.774,42
CT002	CATEGORICO TIEMPO COMPLETO	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
CD001	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
AD001	CONSERJERIA	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

[Signature]
Lc. René Octavio Juárez Espinaldo
Jefe Depto. De Recursos Humanos

[Signature]
Lc. Carlos Humberto Gutiérrez
Tercer Encargado de la Unidad

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

[Signature]
Lc. Carmen Solina Lopez Diaz
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Merito Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	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
CT002	CATEDRATICO TIEMPO COMPLETO	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	CATEDRATICO TIEMPO COMPLETO DESARROLLO	39,515.12	28,101.19	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CO036	CURRICU	60,403.49	53,723.21	11,604.65	16,246.51	7,543.02	3,481.40	39,727.91	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
ON002	CONTADOR I TECNICO	11,543.03	8,346.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,543.03
TA001	AUDIOVISUAL	11,097.94	8,935.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,097.94
CT002	CATEDRATICO TIEMPO COMPLETO	35,337.45	26,835.53	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	34,441.72	11,604.65	16,246.51	7,543.02	1,740.79	7,543.02	0.00	38.10	0.00	46,516.00
CO002	CONSERJE AUXILIAR DE	12,191.21	3,754.62	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 AUXILIAR DE	20,555.69	4,340.72	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	6,949.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,104.45
ON002	CONTADOR I	13,988.11	179.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,988.11

Lc. Raúl Octavio Vargas Espinosa
Jefe Depto. De Recursos Humanos

Lc. Carlos Humberto Gutiérrez
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 JULIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Alcos Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
T0002	TRANSSCRIPCIÓN DE DATOS	11,722.00	1,189.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,722.00
C0002	CONSERJE	10,664.38	8,923.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,664.38
C0091	ASISTENTE TÉCNICO CATEGORÁTICO	49,959.30	40,824.56	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 CATEGORÁTICO	33,634.85	16,059.23	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 CATEGORÁTICO	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 CATEGORÁTICO	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 CATEGORÁTICO	43,000.65	20,788.49	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	4.14	0.00	43,000.65
SE003	SECRETARÍA II OFICIAL DE INGRESOS	13,614.59	6,932.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,614.59
OR002	CATEGORÁTICO TIEMPO COMPLETO	14,630.06	10,376.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,630.06
CT002	CATEGORÁTICO TIEMPO COMPLETO	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	CATEGORÁTICO TIEMPO COMPLETO	31,391.86	17,228.76	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
SE002	SECRETARÍA I	11,556.25	3,575.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,556.25
SE003	SECRETARÍA II	12,239.97	1,621.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,239.97
AD002	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

[Firma]
Lc. Raúl Ocland Turcos Salazar
Jefe Depto. De Recursos Humanos

[Firma]
Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

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

[Firma]
Lc. Carmen Isolde Torres Vega
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Menor Acad.	Menor Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE004	SECRETARIA III	14,145.78	8,910.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,145.78
CO097	JEFE DE SECCION DE COMERCIALES	53,440.70	36,118.89	11,604.65	16,746.51	8,703.89	3,491.40	11,604.65	0.00	0.00	0.00	53,440.70
CO002	CONSERJE ASISTENTE TECNICO	10,664.45	7,959.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,664.45
CO094	SECRETARIA CATEDRATICO POR HORA	44,737.21	31,585.23	11,604.65	16,746.51	0.00	1,740.70	13,345.35	0.00	0.00	0.00	44,737.21
CT004	HORA CATEDRATICO	9,000.00	19,421.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,000.00
CT002	TIEMPO COMPLETO	33,596.75	393.01	11,604.65	12,068.84	6,392.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
GA001	GUARDAALMACEN	11,415.59	7,850.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,415.59
CO002	CONSERJE CATEDRATICO	10,659.79	2,852.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,659.79
CT002	TIEMPO COMPLETO	33,870.33	30,985.70	11,604.65	12,068.84	6,392.56	1,740.70	0.00	0.00	273.58	0.00	33,870.33
CT003	MEHO TIEMPO CATEDRATICO A	12,736.75	5,848.26	5,802.33	6,034.42	0.00	0.00	0.00	0.00	0.00	0.00	12,736.75
CT003	MEHO TIEMPO OFICIAL	18,925.32	15,188.79	5,802.33	8,123.26	3,159.28	870.35	0.00	0.00	38.10	0.00	18,925.32
OM001	ADMINISTRATIVO	13,664.38	6,467.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,664.38
SE002	SECRETARIA I	11,679.23	7,594.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,679.23
MT002	MOTORISTA	11,589.29	1,936.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,589.29


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


 Lic. Carmen Soledad López Vique
 Jefe de 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 JULIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Venciones	Total
CN003	CONTADOR 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	CONTADOR I	13,691.56	10,061.15	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	10,388.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,549.84
SE002	SECRETARIA I	11,674.57	263.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,674.57
AN003	AUX. SERV. ADMINISTRATIVOS	12,581.01	998.50	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	11,610.83	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
VN002	VIGILANTE	11,061.97	10,786.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,061.97
AS002	ASEADORA	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
VN002	VIGILANTE	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

[Signature]
Lc. Raul Octavio Uricoechea Barahona
Jefe Depto. De Recursos Humanos



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Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPN/M



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Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



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






UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS
PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario Base	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vencimientos	Total
AS003	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	CATEDRATICO TIEMPO COMPLETO	38,972.98	31,166.14	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,972.98
CT003	CATEDRATICO A MEDIO TIEMPO	18,925.32	15,114.45	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	0.00	0.00	18,925.32
CT003	CATEDRATICO A MEDIO TIEMPO	18,925.32	13,575.78	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	0.00	0.00	18,925.32
CD139	JEFE DE TALLER LABORATORIO MAE CATEDRATICO	47,638.38	36,469.31	11,604.65	16,246.51	6,382.56	3,483.40	8,123.26	0.00	0.00	0.00	47,638.38
CT002	TIEMPO COMPLETO OFICIAL DE	38,934.88	25,591.09	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
OD003	COMPRAS AYUDIAN DE	16,252.11	2,815.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,252.11
AB002	CONTRIBUIDO	15,404.24	5,121.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,404.24
CO002	CONSERJE	11,099.90	231.86	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	7,398.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,273.85
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	CONTRADOR I OPERADOR Y	12,031.45	7,421.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,031.45
OG001	AUXILIAR DE	15,136.63	3,677.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,136.63


 Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo


 Lic. Carlos Humberto Gutiérrez
 Rector de Recursos Humanos
 Jefe del Depto. de Admón. General


 Lic. Carmen Bolina Lopez Ycaza
 Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Alfos Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
51002	ASISTENTE JURIDICO DEPARTAMENTO DE REGISTRO.	38,342.39	22,946.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38,342.39
00039	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	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
5E007	AUDITOR II	19,616.23	17,117.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,616.23
A1003	BIBLIOTECARIO I CATEDRATICO	15,686.06	10,205.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,686.06
B002	TIEMPO COMPLETO CATEDRATICO	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	6,382.58	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	SECRETARIA I COORDINADOR GRUPO MUSICAL	31,391.86	12,038.43	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
5E002	ASISTENTE TECNICO	10,219.50	1,965.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,219.50
CO003	CONTRADOR II	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	CONTRADOR II	51,119.76	33,445.74	11,604.65	16,246.51	7,543.02	1,740.70	12,184.88	0.00	0.00	0.00	51,119.76
CN003	CONTRADOR II	12,978.02	11,294.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,978.02
CN003	CONTRADOR 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
VI002	VIGILANTE	9,934.16	7,038.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,934.16


 Lic. Raúl Octavio Turco Barahona
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 Vice Rector Administrativo


 Lic. Carmen Solís Torres
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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Circa	Colectivo	Derechos Adquir.	Vacaciones	Total
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 CATEGORICO	49,959.30	29,612.24	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	0.00	49,959.30
CT002	TIEMPO COMPLETO	33,596.75	13,194.46	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CO098	JEFE DE SECCION DE SOCIALES	49,379.07	42,713.63	11,604.65	16,246.51	6,382.56	1,740.70	11,604.65	0.00	0.00	0.00	49,379.07
CT003	CATEGORICO A MEDIO TIEMPO	15,928.03	14,478.79	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,928.03
CT002	TIEMPO COMPLETO CATEGORICO	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
CT002	TIEMPO COMPLETO CATEGORICO	37,774.42	31,812.92	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CO002	CONSEJERE	10,336.34	2,491.99	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	8,341.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,016.40
CT003	CATEGORICO A MEDIO TIEMPO	18,016.87	12,678.52	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	18,016.87
CO032	PLANIFICACION Y PRES.	65,045.35	57,449.17	11,604.65	18,567.44	9,883.95	3,481.40	19,272.91	0.00	0.00	0.00	65,045.35
BU002	BIBLIOTECARIO I	12,703.28	6,904.23	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
CT002	TIEMPO COMPLETO CATEGORICO	38,934.88	19,054.54	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88

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

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Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNMA

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Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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Lc. Carmen Isola Lopez Vega
Jefe del Depto. de Admón. General de la UPNMA



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO 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	20,987.15	11,179.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,987.15
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	13,141.89	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	CATEDRATICO TIEMPO COMPLETO	36,277.61	20,524.10	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	243.89	0.00	36,277.61
CT002	CATEDRATICO TIEMPO COMPLETO	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	CATEDRATICO TIEMPO COMPLETO	38,934.88	30,602.45	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
GD155	JEFE DE SECCION DE LETRAS Y LINGÜÍSTICA	50,539.53	20,292.88	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	38,934.88	32,458.09	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
J0002	JEFE DEPARTAMENTO DE TECNOLOGÍAS DE INFORMACIÓN	32,940.47	16,691.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	32,940.47
CO044	INFORMANTE CATEDRATICO	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	CATEDRATICO TIEMPO COMPLETO	37,774.42	15,973.65	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
AV003	SERVICIOS GENERALES	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	CATEDRATICO TIEMPO COMPLETO	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	CATEDRATICO TIEMPO COMPLETO	34,757.21	29,751.63	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	0.00	34,757.21
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	27,033.53	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42

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

Lc. Carlos Humberto Gutiérrez
Tercero General de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

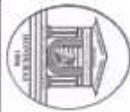
Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectiva	Derechos Adic.	Vacaciones	Total
CD111	DEPARTAMENTO MATEMA	49,959.30	38,916.56	11,604.65	16,246.51	7,543.02	1,740.70	11,026.42	0.00	0.00	0.00	49,959.30
CD156	JEFE DE SECCION DE TECNICA IND	50,539.53	42,071.37	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	37,774.42	29,959.47	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 TIEMPO COMPLETO	38,934.88	23,907.71	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 COORDINADOR DE	9,934.16	9,669.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,934.16
CD181	CARRERA EDUCACI CATEDRATICO	45,317.44	24,007.33	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 TIEMPO COMPLETO	37,774.42	12,995.10	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 CATEDRATICO	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	CATEDRATICO TIEMPO COMPLETO	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	CATEDRATICO TIEMPO COMPLETO	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	LABORATORIO DE COMERCI	47,058.14	28,854.82	11,604.65	16,246.51	7,543.02	1,740.70	8,123.26	0.00	0.00	0.00	47,058.14
OU001	OFICIAL JUBOCIDO CATEDRATICO	21,457.60	12,607.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,457.60
CT002	CATEDRATICO TIEMPO COMPLETO	31,391.86	24,012.51	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
CT004	CATEDRATICO POR HORA	8,720.00	3,669.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,720.00

Lc. Paul Octavio Tirado Balboa
Jefe Depto. De Recursos Humanos

Lc. Carlos Alberto Gutiérrez
Tesorero General de la UPRM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carmen Isolina Lopez Torres
Jefe del Despacho de Rector General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargos	Colectivo	Derechos Adquir.	Vacaciones	Total
OH002	OFICIAL DE PERSONAL	19,329.56	8,939.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,329.56
OH001	OFICIAL DE TECNOLOGIA CATEDRATICO	19,239.59	12,221.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,239.59
CT002	TIEMPO COMPLETO CATEDRATICO	38,934.88	12,768.01	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 CATEDRATICO	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	TIEMPO COMPLETO TECN.MANTENIM.EQ.	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
TM001	TIPO Y SISTEMA AUXILIAR	12,229.85	2,607.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,229.85
AO002	ADMINISTRATIVO	12,034.29	8,281.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,034.29
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	TIEMPO COMPLETO CATEDRATICO	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	MEIO TIEMPO CATEDRATICO/A	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
VO002	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	CONDUCE	10,127.42	7,516.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,127.42
EN002	ENFERMERIA	19,172.01	6,020.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,172.01

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

Lc. Humberto Gutiérrez
 Jefe del Depto. de admón. General

Msc. Jorge Alberto Alvarez Flores
 Vice Rector Administrativo

Lc. Carmen Isolina Lopez Viquez
 Jefe del Depto. de admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Valor Acad.	Mentor Prof.	Alfos Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD091	ASISTENTE TECNICO CATEGORICO	45,781.63	27,485.10	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	TIEMPO COMPLETO CATEGORICO	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	TIEMPO COMPLETO CATEGORICO	33,596.75	12,969.99	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CT002	TIEMPO COMPLETO CATEGORICO	33,596.75	15,476.35	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CT002	TIEMPO COMPLETO CATEGORICO	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
CD099	JEFE DE SECCION DE NATURALES CATEGORICO	50,539.53	46,141.37	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 CATEGORICO	31,856.05	24,743.57	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	31,856.05
CT002	TIEMPO COMPLETO CATEGORICO	31,391.86	20,316.51	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
CD089	TECNASISTENTES VNIAD CATEGORICO	54,020.93	40,427.26	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	TIEMPO COMPLETO CATEGORICO	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	TIEMPO COMPLETO CATEGORICO	37,774.42	34,131.92	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT003	MEIO TIEMPO CATEGORICO A	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	MEIO TIEMPO CATEGORICO A	15,950.92	14,499.85	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,950.92
CT003	MEIO TIEMPO CATEGORICO A	12,759.64	11,563.87	5,802.33	6,034.42	0.00	0.00	0.00	0.00	0.00	0.00	12,759.64

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

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Tesorero General de la UPENM

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Msc. Jorge Alberto Navear Flores
Vice Rector Administrativo

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Lc. Carmen Espinal Torres Vivas
Jefe del Depto. de Admon. Central



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Grupo	Colectivo	Derechos Adquir.	Vacaciones	Total
AD004	ADMINISTRADOR DE REDES	15,387.07	14,034.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,387.07
CT003	CATEDRATICO MEDIO TIEMPO CATEDRATICO	15,928.03	7,293.37	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,928.03
CT002	TIEMPO COMPLETO COORDINADOR DE CARRERA ESPANOL 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
CD182	CARRERA ESPANOL CATEDRATICO	45,317.44	32,629.81	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	TIEMPO COMPLETO CATEDRATICO	36,033.72	23,204.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
CT002	TIEMPO COMPLETO CATEDRATICO	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	TIEMPO COMPLETO CATEDRATICO	25,473.49	16,506.61	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	31,856.05	10,267.25	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	31,856.05
CT002	TIEMPO COMPLETO CATEDRATICO	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
CO091	ASISTENTE TECNICO CATEDRATICO	37,658.37	24,371.89	11,604.65	12,068.84	0.00	0.00	12,194.88	0.00	0.00	0.00	37,658.37
CT002	TIEMPO COMPLETO OFICIAL	29,651.16	24,654.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
OA002	ADMINISTRATIVO I	18,569.00	10,068.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,569.00
MD002	ODONTOLOGO MEDICO	18,700.76	10,079.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,733.93	33,434.69
SE004	SECRETARIA III	10,367.60	3,088.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,168.41	18,536.01

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




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




Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo




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






UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario Bruto	Salario Medio	Salario Base	Nivel Acad.	Meritos Prof.	Altos Serv.	Cargo	Colectivo	Entradas Adquir.	Vacaciones	Total
CI002	CATEGORICO 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
SE002	SECRETARIA I CATEGORICO	9,837.12	2,338.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,837.12
CI002	CATEGORICO 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
CO002	COM/ADON 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	1,981.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CO001	ASISTENTE TECNICO	41,836.04	26,816.53	11,604.65	16,246.51	0.00	0.00	12,194.88	0.00	0.00	0.00	41,836.04
BU002	BIBLIOTECARIO I	9,397.12	5,471.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CO002	CONSERJE	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	MOTORIZA CATEGORICO	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
CI002	CATEGORICO TIEMPO COMPLETO	36,033.72	32,476.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
TD002	TRANSCRIPCIÓN DE DATOS	10,422.22	6,947.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,422.22
BI002	BIBLIOTECARIO I ADMINISTRADOR DE	9,397.12	9,122.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
AD005	SISTEMA ADMINISTRADOR DE	10,972.22	6,208.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,655.09	17,627.31
CI002	CATEGORICO TIEMPO COMPLETO	25,473.49	15,389.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Soledad Lopez
Jefe del Departamento de Recursos Humanos





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Previl Acad.	Merito Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
TB001	TECNICO SOPORTE REDES Y PCS	13,631.58	7,152.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,266.53	21,898.41
CT002	CATEDRATICO TIEMPO COMPLETO	36,033.72	26,381.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
CT003	CATEDRATICO A MEDIO TIEMPO	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	CATEDRATICO TIEMPO COMPLETO	29,651.16	24,621.62	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
TB001	TECNICO SOPORTE REDES Y PCS	10,687.47	9,664.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,687.47
CT003	CATEDRATICO A MEDIO TIEMPO	14,825.59	10,744.18	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	0.00	14,825.59
CO091	ASISTENTE TECNICO	41,836.04	34,989.16	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
GA002	GUARDALMACEN	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	AYUDANTE CONTABILIDAD	10,127.42	6,289.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,127.42
CO002	CONSERJE	9,397.12	4,002.15	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	16,006.61	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
CO091	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
CO091	ASISTENTE TECNICO	41,836.04	31,486.44	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04

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

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Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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Lc. Carlos Mumberto Gutiérrez
Tesorero General de la UPFM

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Lc. Carmen Bolina Lopez Vazquez
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS
PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Vital Acól.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CI002	CATEGORICO 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
CI002	CATEGORICO 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
CI002	CATEGORICO 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
CI002	CATEGORICO 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
TX003	COMPUTACION TECNICO EN CATEGORICO	9,397.12	4,612.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,125.70	14,522.82
CI002	TIEMPO COMPLETO CATEGORICO	36,033.72	28,652.48	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
CI002	TIEMPO COMPLETO CATEGORICO	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	13,941.93	12,790.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,604.69	21,546.62
CO091	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
AI002	AUDITOR I CATEGORICO	8,950.84	2,979.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,950.84
CI002	TIEMPO COMPLETO CATEGORICO	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
CI002	TIEMPO COMPLETO CATEGORICO	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
CI002	TIEMPO COMPLETO CATEGORICO	25,473.49	19,989.16	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CI002	TIEMPO COMPLETO CATEGORICO	25,473.49	21,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Antes Senc.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO 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
CT002	CATEDRATICO TIEMPO COMPLETO	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/SEG	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	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
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	21,460.61	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
TD002	TRANSCRIPCIÓN DE DATOS	11,913.08	7,804.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,776.04	17,689.12
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	21,222.61	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	26,604.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
A0002	AUXILIAR ADMINISTRATIVO	10,174.66	1,410.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,937.42	15,112.08
A0002	AUXILIAR ADMINISTRATIVO	13,200.00	9,436.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00	19,600.00
B0002	BIBLIOTECARIO I LABORATORIO	8,646.48	5,596.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,192.23	12,858.71
CL002	COMPUT CATEDRATICO	10,966.88	8,965.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,317.18	16,283.86
CT002	TIEMPO COMPLETO CATEDRATICO	29,651.16	18,481.33	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16

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

[Signature]
L.C. Carlos Humberto Gutiérrez
Tercero General de la UPRN

[Signature]
L.C. Carmen Isolinda Lopez Vazquez
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Alvarez Flores
Vice Recto/ Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEGORICO TIEMPO COMPLETO	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	CATEGORICO 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
CT002	CATEGORICO TIEMPO COMPLETO	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
CT002	CATEGORICO TIEMPO COMPLETO	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	CATEGORICO 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
AP002	ANALISTA PROGRAMADOR	14,408.99	14,233.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,408.99
AD002	AUXILIAR ADMINISTRATIVO	11,000.00	10,125.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,000.00
CT002	CATEGORICO 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
CT002	CATEGORICO 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
GA001	GUARDIALMACEN CATEGORICO	11,000.00	10,125.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,000.00
CT002	CATEGORICO TIEMPO COMPLETO	25,473.49	20,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
TR003	TECNICO EN COMPUTACION	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
OB003	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
OB003	OFICIAL DE INFORMACION	12,500.00	11,666.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,500.00

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

Lc. Carlos Humberto Gutiérrez
 Tesorero General de la UPNFM

Msc. Jorge Alberto Álvarez Flores
 Vice Rector Administrativo

Lc. Carola Susana López Vera
 Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JULIO DEL 2014

Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
BIB02	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
BIB02	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
AJUNTAR DE												
AN002	SERVICIOS ESPECIAL	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
CO002	CONSERJE TECNICO EN	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
TX003	COMPUTACION	7,990.79	7,815.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,990.79
CC004	CAJERO 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
DA002	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	7,685.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
MC002	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
BR002	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
AS002	ASEADORA	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	7,860.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
VI002	VIGILANTE	7,860.44	7,860.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
AS002	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
CATEGORICO												
CT002	TIEMPO COMPLETO	23,673.49	51,370.08	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49
Total		23,665,929.92	14,728,762.39	4,765,786.96	6,135,843.26	2,493,259.22	2,437,558.22	1,954,223.16	23,250.00	243,354.25	364,654.47	24,030,584.39

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

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Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPFM

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Lic. Carmen Isolinda Lopez Vea
Jefe del Depto. de Admón. General

Msc. Jorge Alberto Alvarez Flores
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