

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

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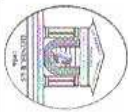
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
MT003	MOTOMISTA II	21,339.41	2,108.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,339.41
SE007	SECRETARIA V	26,592.87	18,984.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,592.87
SE005	SECRETARIA IV	22,135.74	7,402.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,135.74
JE002	JLH DE SECCION CATEDRATICO	24,030.00	10,608.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,030.00
CT002	TIEMPO COMPLETO	38,186.27	14,570.42	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	527.89	0.00	38,186.27
SE004	SECRETARIA III	23,312.67	13,937.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,312.67
SE003	SECRETARIA II	21,912.52	4,749.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,912.52
CN003	CONTADOR II	24,584.03	13,085.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,584.03
SE004	SECRETARIA III OFICIAL DE	22,707.81	11,494.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,707.81
OF003	REGISTRO	22,152.67	10,454.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,152.67
CN003	COORDINADOR VENTAS LIBRERIA	23,062.20	9,961.42	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	2,469.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,301.79
SE003	SECRETARIA II	21,182.66	9,040.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,182.66
SE007	SECRETARIA V	28,058.33	17,067.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,058.33
SL003	SECRETARIA II	21,492.26	1,994.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,492.26

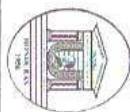
Lic. Roberto Humberto Gutiérrez
Jefe del Depto. de Recursos Humanos

Lic. Roberto Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

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Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE005	SECRETARIA IV	22,041.59	11,768.68	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	12,316.05	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	12,959.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,419.16
JEFE		45,768.60	20,836.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	48,819.84	94,588.44
BI004	BIBLIOTECARIA III	23,268.19	6,669.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,268.19
SE002	SECRETARIA I CAERO-PAGADOR-RECEPTOR	20,607.16	1,288.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,607.16
CU004	RECEPTOR CALIDRATICO	20,503.28	3,307.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,503.28
CT002	TEMPO COMPLETO CATEGORICO	59,493.02	50,914.03	11,604.65	18,567.44	9,863.95	17,406.98	0.00	250.00	0.00	0.00	59,493.02
CT002	TEMPO COMPLETO CALIDRATICO	59,579.97	44,446.88	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	TEMPO COMPLETO CATEGORICO	52,263.36	14,212.93	11,604.65	12,068.84	7,243.02	17,406.98	0.00	250.00	1,589.87	0.00	52,263.36
BI004	BIBLIOTECARIA III CATEGORICO	21,759.19	10,085.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,759.19
CT002	TEMPO COMPLETO CATEGORICO	59,498.51	4,621.07	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	2,326.42	0.00	59,498.51
CT002	TEMPO COMPLETO CATEGORICO	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	TEMPO COMPLETO CATEGORICO	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
CD126	DESEMPLEADO	61,717.36	27,552.18	11,604.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,760.14	0.00	61,717.36

Msc. Jorge Alberto Alvarez Flores
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Tesorero General de la UPN



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	59,073.80	23,010.90	11,604.65	16,246.51	9,861.95	17,406.98	0.00	250.00	1,901.71	0.00	59,073.80
CD091	ASISTENTE TÉCNICO CATEDRÁTICO	75,862.65	69,048.64	11,604.65	18,567.44	12,184.88	17,406.98	12,184.88	250.00	1,863.82	0.00	75,862.65
CT002	TIEMPO COMPLETO CATEDRÁTICO	46,977.91	28,517.40	11,604.65	18,567.44	11,024.42	3,481.40	0.00	0.00	500.00	0.00	46,977.91
CT002	TIEMPO COMPLETO CATEDRÁTICO	57,653.26	43,464.00	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	TIEMPO COMPLETO CATEDRÁTICO	63,621.28	30,984.06	11,604.65	18,567.44	12,184.88	17,406.98	0.00	250.00	1,807.33	0.00	63,621.28
CD011	DIRECTOR DE FUNDACIÓN U.P.N.	81,995.81	68,369.26	11,604.65	12,068.84	8,703.49	17,406.98	27,851.16	250.00	2,310.69	0.00	81,995.81
CD045	COORDINADOR ACADÉ MICO RECTORIA	62,476.55	1,291.06	11,604.65	0.00	9,853.95	17,406.98	19,727.91	250.00	1,823.06	0.00	62,476.55
CD016	SECRETARIO GENERAL	80,949.61	64,873.25	11,604.65	16,246.51	8,703.49	12,765.12	27,851.16	250.00	1,728.68	0.00	80,949.61
CD142	COORDINADOR MEDICIN A DEL DEPORTE	69,738.21	32,657.20	11,604.65	16,246.51	12,184.88	17,406.98	8,123.26	250.00	2,121.03	0.00	69,738.21
CT002	TIEMPO COMPLETO CATEDRÁTICO	55,375.35	37,366.55	11,604.65	16,246.51	9,863.95	15,086.05	0.00	250.00	524.19	0.00	55,375.35
CT002	TIEMPO COMPLETO CATEDRÁTICO	62,314.90	32,482.57	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	TIEMPO COMPLETO CATEDRÁTICO	53,983.13	48,169.48	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	TIEMPO COMPLETO CATEDRÁTICO	51,161.50	46,229.03	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	32,685.78	11,604.65	12,068.84	8,703.49	17,406.98	8,123.26	250.00	1,901.71	0.00	61,858.93
CT002	TIEMPO COMPLETO CATEDRÁTICO	55,215.14	36,128.38	11,604.65	16,246.51	6,382.56	17,406.98	0.00	250.00	1,524.44	0.00	55,215.14

[Firma]
L. Raul Octavio Jurado Barrios
Jefe Depto. De Recursos Humanos

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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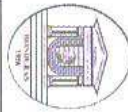
PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

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CD012	DIRECTOR(A) INST. CO-OP. INCODE	90,689.50	60,825.37	11,604.65	16,246.51	11,024.42	17,406.98	30,172.09	250.00	2,184.85	0.00	90,689.50
CT002	CATEDRATICO	52,713.43	22,081.84	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	879.47	0.00	52,713.43
CT002	TIEMPO COMPLETO											
CT002	CATEDRATICO	53,579.84	26,395.07	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,745.88	0.00	53,579.84
CT002	TIEMPO COMPLETO											
CD001	RECTOR(A)	98,340.85	75,114.03	11,604.65	16,246.51	9,863.95	17,406.98	39,455.81	250.00	1,712.95	0.00	98,340.85
DEPTO. RECURSOS HUMANOS												
CD0071	HUMANOS	70,250.57	23,373.95	11,604.65	12,068.84	8,703.49	17,406.98	16,876.74	250.00	1,589.87	0.00	70,250.57
DIRECTOR ESPECIAL												
CD0029	CUNIV.SRC	84,839.99	71,322.56	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
CATEDRATICO												
CT002	TIEMPO COMPLETO	56,441.04	30,312.39	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,589.88	0.00	56,441.04
CATEDRATICO												
CT002	TIEMPO COMPLETO	53,423.83	30,915.67	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,589.87	0.00	53,423.83
ASISTENTE TECNICO												
CD0047	ACADEMIA 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
CATEDRATICO												
CT002	TIEMPO COMPLETO	53,511.73	33,395.54	11,604.65	12,068.84	8,703.49	17,406.98	0.00	250.00	1,677.77	0.00	53,511.73
CATEDRATICO												
CT002	TIEMPO COMPLETO	58,963.69	41,226.84	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,791.60	0.00	58,963.69
CATEDRATICO												
CT002	TIEMPO COMPLETO	49,237.02	44,553.06	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,348.65	0.00	49,237.02
CATEDRATICO												
CT002	TIEMPO COMPLETO	56,453.97	19,849.78	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,602.81	0.00	56,453.97
CATEDRATICO												
CT002	TIEMPO COMPLETO	55,440.75	16,751.67	11,604.65	16,246.51	8,703.49	15,086.05	0.00	250.00	1,750.05	0.00	55,440.75
CATEDRATICO												
CT002	TIEMPO COMPLETO	59,183.91	53,704.20	11,604.65	18,567.44	7,543.02	17,406.98	0.00	250.00	2,011.82	0.00	59,183.91

LT. Raúl C. Hernández
Jefe Depo. de Recursos Humanos

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Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	55,006.24	30,830.74	11,604.65	12,068.84	9,863.95	17,406.98	0.00	250.00	2,011.82	0.00	55,006.24
CO300	COORDINADOR DE PROGRAMA	76,726.52	29,393.06	11,604.65	12,068.84	9,863.95	17,406.98	21,468.60	250.00	2,263.50	0.00	76,726.52
CT002	CATEDRÁTICO TIEMPO COMPLETO	59,089.53	44,238.14	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,917.44	0.00	59,089.53
CT002	CATEDRÁTICO TIEMPO COMPLETO	56,646.12	30,211.96	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,794.96	0.00	56,646.12
CO010	DEPARTAMENTO ARTE	58,596.51	15,196.36	11,604.65	12,068.84	7,543.02	8,133.76	16,825.74	0.00	630.00	0.00	58,596.51
CT002	CATEDRÁTICO TIEMPO COMPLETO	53,391.58	35,005.81	11,604.65	18,567.44	7,543.02	12,765.12	0.00	250.00	861.35	0.00	53,391.58
CT002	CATEDRÁTICO TIEMPO COMPLETO	52,150.11	29,794.34	11,604.65	12,068.84	7,543.02	17,406.98	0.00	250.00	1,485.62	0.00	52,150.11
CD034	DIRECTOR DE EXTENSION	77,430.84	40,580.16	11,604.65	18,567.44	8,703.49	15,086.05	19,727.91	250.00	1,601.30	0.00	77,430.84
CT004	CATEDRÁTICO POR HORA	16,240.00	4,616.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,240.00
CT002	CATEDRÁTICO TIEMPO COMPLETO	41,673.10	15,916.42	11,604.65	12,068.84	0.00	15,086.05	0.00	250.00	863.56	0.00	41,673.10
CT002	CATEDRÁTICO TIEMPO COMPLETO	41,285.59	22,121.52	11,604.65	16,246.51	9,863.95	17,406.98	0.00	250.00	1,807.33	0.00	41,285.59
CT002	CATEDRÁTICO TIEMPO COMPLETO	59,951.13	29,489.00	11,604.65	18,567.44	8,703.49	17,406.98	0.00	250.00	1,618.57	0.00	59,951.13
CD075	DEPTO PROTOCOLO Y CEREMON	63,317.02	46,745.11	11,604.65	12,068.84	6,382.56	12,765.12	16,826.74	250.00	1,619.11	0.00	63,317.02
IND02	INSTRUCTOR	17,747.81	7,790.99	11,604.65	0.00	0.00	3,481.40	0.00	0.00	861.76	0.00	17,747.81
CT002	CATEDRÁTICO TIEMPO COMPLETO	53,759.02	17,993.62	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,228.79	0.00	53,759.02

Lc. Daniel Rodríguez Mora
Jefe Departamento de Recursos Humanos

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Lc. Carmen Solimaynez Vela
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Página 7

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

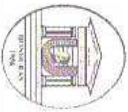
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	49,182.59	24,142.95	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,294.22	0.00	49,182.59
CD0089	TECNASUNIOS VRAD	69,389.53	16,202.13	11,604.65	16,246.51	9,863.95	12,765.12	15,086.05	250.00	1,773.25	0.00	69,389.53
CT002	CATEDRATICO TIEMPO COMPLETO	53,172.16	41,436.39	11,604.65	16,246.51	7,543.02	15,086.05	0.00	175.00	716.93	0.00	53,172.16
CT002	CATEDRATICO TIEMPO COMPLETO	56,313.19	51,086.58	11,604.65	16,246.51	7,543.02	17,406.98	0.00	250.00	1,462.03	0.00	56,313.19
CD0099	JEF. DE SECCION DE NATURALES	58,080.12	47,789.16	11,604.65	12,068.84	8,703.49	10,444.19	11,604.65	250.00	1,604.30	0.00	58,080.12
CT002	CATEDRATICO TIEMPO COMPLETO	56,980.77	19,176.50	11,604.65	18,567.44	8,703.49	15,086.05	0.00	250.00	969.14	0.00	56,980.77
CT002	CATEDRATICO TIEMPO COMPLETO	46,190.53	32,928.29	11,604.65	12,068.84	6,382.56	12,765.12	0.00	250.00	1,319.36	0.00	46,190.53
CT002	CATEDRATICO TIEMPO COMPLETO	42,599.52	17,638.28	11,604.65	12,068.84	7,543.02	8,123.26	0.00	250.00	1,209.75	0.00	42,599.52
B1002	BIBLIOTECARIO I DIRECCION DE	22,496.59	14,151.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,496.59
CD038	SERVICIOS ESTUDIAN CATEDRATICO	77,840.64	69,423.84	11,604.65	16,246.51	8,703.49	17,406.98	19,727.91	250.00	2,101.10	0.00	77,840.64
CT002	CATEDRATICO TIEMPO COMPLETO	54,228.67	32,630.88	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,698.44	0.00	54,228.67
CD091	ASISTENTE TECNICO CATEDRATICO	58,513.24	18,378.02	11,604.65	16,246.51	7,543.02	8,123.26	12,184.88	0.00	1,010.92	0.00	58,513.24
CT002	CATEDRATICO TIEMPO COMPLETO	35,983.57	23,454.27	11,604.65	12,068.84	6,382.56	3,481.40	0.00	125.00	521.12	0.00	35,983.57
CT002	CATEDRATICO TIEMPO COMPLETO	53,849.59	36,865.37	11,604.65	18,567.44	7,543.02	12,765.12	0.00	250.00	1,319.36	0.00	53,849.59
CN002	CONDOMINIO SERVICIOS DE	21,651.46	8,677.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,651.46

U.C. Carmen Solís López Vera
Jefe de Departamento de Recursos Humanos

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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

U.C. Carmen Solís López Vera
Jefe de Departamento de Recursos Humanos



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

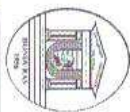
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Mejoras Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
COORDINADOR DE EVALUACION/CUR	OFICIAL	65,812.66	50,461.10	11,604.65	16,246.51	8,703.49	10,444.19	15,086.05	250.00	1,677.77	0.00	65,812.66
COORDINADOR ADMINISTRATIVO		23,728.89	3,218.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,310.82	49,039.71
ASISTENTE ADMINISTRATIVO		16,932.01	4,658.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,932.01
COORDINADOR CATEDRATICO		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
SECRETARIA II		20,391.48	1,214.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,391.48
JEFE DE SECCION MEDICO		41,423.28	34,595.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	41,423.28
ODONTOLOGO		34,148.27	14,916.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34,148.27
CLINICAS/IDU		67,285.50	29,794.88	11,604.65	16,246.51	8,703.49	10,444.19	16,526.74	250.00	1,409.92	0.00	67,285.50
CATEDRATICO		49,727.12	23,869.17	11,604.65	16,246.51	7,513.02	10,444.19	0.00	250.00	1,838.75	0.00	49,727.12
SECRETARIA I		18,632.12	7,974.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,632.12
CATEDRATICO		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
DIPLOMADO		55,716.00	32,705.87	11,604.65	16,246.51	6,382.56	8,123.26	11,074.42	250.00	314.60	0.00	55,716.00
CATEDRATICO		50,341.57	31,633.13	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,292.73	0.00	50,341.57
TIEMPO COMPLETO		37,774.42	9,759.63	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
OTRO		25,747.65	5,251.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,747.65

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEGORICO TIEMPO COMPLETO OFICIAL	42,580.24	38,878.82	11,604.65	12,068.84	6,382.56	10,444.19	0.00	0.00	280.00	0.00	42,580.24
CA003	ADMINISTRATIVO II OFICINISTA	21,944.32	2,606.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,944.32
OT002	TRANSCRIPTORA DEPARTAMENTO	20,610.19	6,022.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,610.19
CU008	EDUCACION FI CATEGORICO	58,742.58	21,653.15	11,604.65	16,246.51	7,543.02	3,481.40	16,826.74	250.00	990.26	0.00	58,742.58
CT002	TIEMPO COMPLETO DEPARTAMENTO	44,471.58	14,386.48	11,604.65	16,246.51	6,382.56	8,123.26	0.00	0.00	314.60	0.00	44,471.58
CD063	SOCIALS CATEGORICO	72,106.92	30,273.49	11,604.65	16,246.51	6,382.56	17,406.08	16,826.74	250.00	1,589.48	0.00	72,106.92
CT002	TIEMPO COMPLETO CATEGORICO	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	CATEGORICO MILITARIO	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
SL002	SECRETARIA I INFORMACIONAL	18,707.58	1,721.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,707.58
CD150	V	56,096.62	45,392.89	11,604.65	16,246.51	8,703.49	8,123.26	8,123.26	0.00	1,455.45	0.00	56,096.62
CO002	CONSEJERE AYUDANTE DE	17,248.04	2,664.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,248.04
AN002	MAINTENIMIENTO	16,881.70	3,968.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,881.70
AZ002	ASISTENTE CATEGORICO	30,689.94	8,804.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,689.94
CT002	TIEMPO COMPLETO	46,263.08	28,497.48	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	945.64	0.00	46,263.08
CD002	DEPARTAMENTO	64,465.11	52,412.90	11,604.65	16,246.51	7,543.02	10,444.19	16,826.74	0.00	0.00	0.00	64,465.11

UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

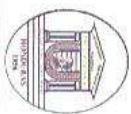
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CATEGORICO A												
CT003	MEDIO TIEMPO CATEDRATICO	16,107.08	1,983.89	5,602.33	6,034.42	0.00	2,901.17	0.00	0.00	469.16	0.00	16,107.08
CT002	TIEMPO COMPLETO CATEDRATICO	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	TIEMPO COMPLETO CATEDRATICO	54,064.93	44,637.19	11,604.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,534.70	0.00	54,064.93
SE002	SECRETARIA I	18,397.35	11,598.94	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	12,008.84	0.00	3,481.40	15,086.05	0.00	159.22	0.00	44,200.16
OS003	OPERADOR SISTEMAS CCS	22,168.89	11,301.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,168.89
AX003	AUX.SERV.ADMINISTRATIVOS	18,864.52	6,914.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,864.52
CO006	ACADEMICO(A) VICERRECTORIA	84,021.68	43,891.19	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	TIEMPO COMPLETO CATEDRATICO	50,355.82	26,651.86	11,604.65	16,246.51	9,863.95	17,755.12	0.00	250.00	1,504.66	0.00	50,355.82
CT002	TIEMPO COMPLETO CATEDRATICO	50,588.76	25,336.26	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,539.92	0.00	50,588.76
CT002	TIEMPO COMPLETO CATEDRATICO	46,640.22	35,821.00	11,604.65	16,246.51	7,543.02	8,123.26	0.00	250.00	1,072.78	0.00	46,640.22
TD002	TRANSCRIPCIÓN DE DATOS	20,635.35	14,017.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,635.35
AE003	ASCENSORISTA	16,881.24	12,059.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,881.24
AZ002	ASISTENTE	27,201.55	2,928.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,201.55
JE002	JEFE DE SECCION	3,352.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,352.11

Lic. Raúl Octavio Turcios Barahona
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Lic. Carmen Dolores López
Jefe del Depto. de Admón. General

Lic. Jorge Alberto Álvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
C0027	DIRECTOR ESPECIAL C.UNIV.SPS	84,232.86	39,044.39	11,604.65	16,246.51	8,703.49	17,406.88	26,690.70	250.00	1,530.53	0.00	84,232.86
C0002	CONSERJE CATEDRATICO	17,331.72	15,343.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,331.72
CT002	TIEMPO COMPLETO	49,012.90	36,094.32	11,604.65	16,246.51	7,543.02	10,444.19	0.00	250.00	1,124.53	0.00	49,012.90
SE003	SECRETARIA II	21,040.01	12,039.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,040.01
CND02	CONIADOR I	21,916.95	65.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,916.95
C0002	CONSERJE TRANSCRIPTOR DE DATOS	16,477.98	3,818.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,477.98
TD002		19,407.79	12,210.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,407.79
C0002	CONSERJE CATEDRATICO	16,023.08	7,876.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,023.08
CT002	TIEMPO COMPLETO	51,052.17	27,799.60	11,604.65	18,567.44	7,543.02	10,444.19	0.00	0.00	1,092.87	0.00	51,052.17
SL002	SECRETARIA I CATEDRATICO	16,980.92	3,720.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,980.92
CT002	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	TIEMPO COMPLETO	44,090.16	11,290.84	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,539.92	0.00	44,090.16
CO115	DEPARTAMENTO LETRAS	48,264.88	12,645.57	11,604.65	12,068.84	0.00	10,444.19	11,024.42	250.00	1,072.76	0.00	48,264.88
CT003	CATEDRATICO A MEDIO TIEMPO CATEDRATICO	18,887.22	17,201.24	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	0.00	0.00	18,887.22
CT002	TIEMPO COMPLETO	58,529.37	18,173.46	11,604.65	18,567.44	7,543.02	17,406.98	0.00	0.00	1,607.28	0.00	58,529.37

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Lic. Gerardo Antonio Hernández
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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

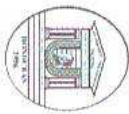
Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CATEDRATICO												
CT002	TIEMPO COMPLETO	51,079.70	20,009.26	11,604.65	12,068.84	6,382.56	17,406.98	0.00	750.00	1,566.67	0.00	51,079.70
CH137	JEFE DE TALLER DE ELECTRICIDAD	63,618.44	41,835.40	11,604.65	16,246.51	6,382.56	17,406.98	8,123.26	750.00	1,801.48	0.00	63,618.44
CT002	CATEDRATICO	43,924.84	31,277.94	11,604.65	16,246.51	6,382.56	5,802.33	0.00	750.00	1,838.79	0.00	43,924.84
CT002	TIEMPO COMPLETO	43,924.84	31,277.94	11,604.65	16,246.51	6,382.56	5,802.33	0.00	750.00	1,838.79	0.00	43,924.84
CT002	JEFE DE SECCION DE EDUCACION F	58,244.87	52,310.28	11,604.65	16,246.51	7,513.02	8,123.26	11,604.65	250.00	1,072.78	0.00	58,244.87
CT002	TRANSCRITOR DE DATOS	22,390.32	9,834.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,390.32
CT002	CATEDRATICO	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
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
TI002	TELEFONISTA DE PARLAMENTO	17,128.98	8,074.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,128.98
CT007	TECN. ALIM. JE	61,124.17	38,069.17	11,604.65	12,068.84	7,513.02	10,444.19	16,826.74	250.00	886.73	0.00	61,124.17
CT002	CATEDRATICO	48,205.07	17,059.44	11,604.65	16,246.51	7,513.02	10,444.19	0.00	0.00	566.70	0.00	48,205.07
CT002	TIEMPO COMPLETO	48,205.07	17,059.44	11,604.65	16,246.51	7,513.02	10,444.19	0.00	0.00	566.70	0.00	48,205.07
CT002	CATEDRATICO	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
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
CD022	DELCANO FACULTAD DE HUMANIDADES	79,379.83	51,605.44	11,604.65	16,246.51	8,703.49	15,086.05	24,369.77	750.00	1,319.36	0.00	79,379.83
CT002	CATEDRATICO	38,062.91	30,135.33	11,604.65	16,246.51	0.00	8,123.26	0.00	250.00	938.49	0.00	38,062.91
CT002	TIEMPO COMPLETO	38,062.91	30,135.33	11,604.65	16,246.51	0.00	8,123.26	0.00	250.00	938.49	0.00	38,062.91
CT003	CONTADOR II	21,475.44	10,262.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,475.44
PI002	PLANIFICADOR	38,466.91	19,588.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38,466.91
SE002	SECRETARIA I	19,940.00	19.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,682.69

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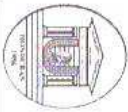
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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE002	SECRETARIA I	18,102.85	10,671.90	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	12,865.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,340.12
BID04	BIBLIOTECARIA III	25,491.12	23,431.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,491.12
CT002	CATEDRATICO	31,848.03	18,871.19	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	456.17	0.00	31,848.03
CD051	VICE DECANO	69,129.95	44,759.70	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	46,816.45	33,195.02	11,604.65	16,246.51	7,543.02	8,123.26	0.00	250.00	1,249.01	0.00	46,816.45
CD096	JEFE DE SECCION DE MATEMATICAS	63,029.05	46,464.73	11,604.65	16,246.51	9,863.95	10,444.19	11,604.65	250.00	1,215.10	0.00	63,029.05
CT002	CATEDRATICO	50,525.84	39,588.02	11,604.65	16,246.51	8,703.49	10,444.19	0.00	250.00	1,477.00	0.00	50,525.84
CT002	CATEDRATICO	46,500.88	22,114.26	11,604.65	16,246.51	7,441.07	8,123.26	0.00	0.00	1,183.44	0.00	46,500.88
CT002	CATEDRATICO	48,139.52	25,929.39	11,604.65	16,246.51	9,863.95	5,802.33	0.00	0.00	501.15	0.00	48,139.52
SE003	SECRETARIA II	20,620.80	2,812.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,620.80
CT002	CATEDRATICO	54,797.25	47,968.47	11,604.65	16,246.51	6,382.56	17,406.98	0.00	0.00	1,356.55	0.00	54,797.25
BID03	BIBLIOTECARIA II	20,630.83	2,585.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,630.83
CT003	CATEDRATICO A MEDIO TIEMPO	23,980.48	21,087.04	5,802.33	9,283.73	3,771.51	5,222.10	0.00	0.00	0.00	0.00	23,980.48
CT002	CATEDRATICO	49,982.48	14,141.18	11,604.65	16,246.51	8,703.49	10,444.19	0.00	0.00	1,183.44	0.00	49,982.48

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Camarón Matamoros
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

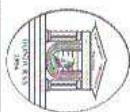
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Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
DEPARTAMENTO												
CD066	TECNICA INDU	63,272.61	43,601.25	11,604.65	16,246.51	7,543.02	8,123.26	16,026.74	0.00	1,128.43	0.00	63,272.61
AY001	AYUDANTE DE	16,934.45	3,880.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,934.45
AM002	AUXILIAR DE	16,529.23	4,284.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,529.23
CATEGORICO												
CI002	TIEMPO COMPLETO	56,179.15	36,968.11	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												
CD091	ASISTENTE TECNICO	59,397.69	38,282.38	11,604.65	16,246.51	8,703.49	8,123.26	12,184.86	0.00	774.90	0.00	59,397.69
CD018												
CD018	EDUCAC	57,874.43	37,508.48	11,604.65	16,246.51	6,382.56	10,444.19	11,024.42	0.00	372.10	0.00	57,874.43
CATEGORICO												
CI002	TIEMPO COMPLETO	46,682.02	31,004.66	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												
SE002	SECRETARIA I	19,177.78	3,210.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,177.78
TE002												
TE002	TESORERO	51,030.71	22,209.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51,030.71
SE005												
SE005	SECRETARIA IV	21,865.38	10,420.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,865.38
JEFE												
JEFE	JEFE	45,715.51	36,492.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45,715.51
DEPARTAMENTO												
DEPARTAMENTO	DEPARTAMENTO	19,971.74	5,171.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,971.74
SE003												
SE003	SECRETARIA II	21,635.24	12,144.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,635.24
SE005												
SE005	SECRETARIA IV	63,765.54	38,820.49	11,604.65	18,567.44	7,543.02	8,123.26	15,086.05	0.00	1,041.12	0.00	63,765.54
CD074												
CD074	TECNOLOG.EDU	46,682.02	30,475.95	11,604.65	12,066.84	6,382.56	8,123.26	0.00	0.00	765.09	0.00	46,682.02
CATEGORICO												
CI002	TIEMPO COMPLETO	46,682.02	30,475.95	11,604.65	12,066.84	6,382.56	8,123.26	0.00	0.00	765.09	0.00	46,682.02

Mano de firma
Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPN FM
Jefe del Depto. De Recursos Humanos

Mano de firma
Lic. Camarero López Vera
Jefe del Depto. de Admin. General

Mano de firma
Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

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Puesto	Descripción	Sueldo base	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD035	DIRECTOR DE EVALUACION	69,991.85	34,477.61	11,604.65	16,246.51	8,703.49	10,444.19	19,727.91	750.00	1,215.10	0.00	69,991.85
CD002	CONSERJE TECN. ASUNTOS	15,721.40	7,051.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,721.40
CD090	VRAC	60,718.09	39,916.40	11,604.65	16,246.51	9,863.95	5,802.33	15,086.05	0.00	314.60	0.00	60,718.09
MT002	MOTORISTA	18,991.39	3,741.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,991.39
CT002	CAJILLERICO TIEMPO COMPLETO	40,873.20	21,461.27	11,604.65	12,068.84	6,382.56	8,123.26	0.00	0.00	893.89	0.00	40,873.20
CD117	DEPARTAMENTO TECN. CAL	59,940.96	27,785.61	11,604.65	16,246.51	7,543.02	10,444.19	11,024.42	0.00	1,278.17	0.00	59,940.96
BU003	BIBLIOTECARIA II	18,965.43	8,380.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,965.43
CT002	CAJILLERICO TIEMPO COMPLETO	45,908.86	35,998.15	11,604.65	12,068.84	6,382.56	12,765.12	0.00	0.00	1,287.09	0.00	45,908.86
CD118	DEPARTAMENTO EDUCAC	56,341.86	39,982.90	11,604.65	16,246.51	9,863.95	5,802.33	11,024.42	0.00	0.00	0.00	56,341.86
CD052	FACTORIA HUMANIDAD	67,969.49	45,452.07	11,604.65	16,246.51	8,703.49	10,444.19	17,987.71	0.00	1,183.44	0.00	67,969.49
CD091	ASISTENTE TECNICO DEPARTAMENTO	53,205.31	11,894.70	11,604.65	12,068.84	6,382.56	8,123.26	12,184.88	0.00	1,041.12	0.00	53,205.31
CD065	LETRAS DEPARTAMENTO	63,304.65	33,080.22	11,604.65	18,567.44	8,703.49	5,802.33	16,826.74	0.00	0.00	0.00	63,304.65
CD119	CIENCI DEPARTAMENTO	53,361.63	40,026.69	11,604.65	16,246.51	6,382.56	5,802.33	11,024.42	0.00	501.16	0.00	53,361.63
SE002	SECRETARIA I	20,504.01	13,335.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,504.01
CT002	CAJILLERICO TIEMPO COMPLETO	42,332.21	35,632.71	11,604.65	12,068.84	7,543.02	8,123.26	0.00	0.00	1,183.44	0.00	42,332.21

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

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Lic. Carmen Leonor Hernández
Rectora de Adm. y Finanzas



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

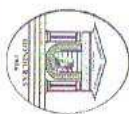
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD0064	DEPARTAMENTO NATURALES	60,279.42	43,267.52	11,604.65	16,246.51	7,543.02	5,802.33	16,826.74	0.00	456.17	0.00	60,279.42
CD0071	ASISTENTE TECNICO JEFE DE SECCION DE NATURALES	54,020.93	48,679.71	11,604.65	16,246.51	6,382.56	5,802.33	12,184.88	0.00	0.00	0.00	54,020.93
CD0154	CATEDRATICO	46,482.84	8,008.65	11,604.65	12,068.84	0.00	8,173.26	11,604.65	0.00	1,281.44	0.00	46,482.84
CT0002	TIEMPO COMPLETO CATEGORICO	51,246.99	18,953.81	11,604.65	16,246.51	7,543.02	12,765.12	0.00	0.00	1,287.69	0.00	51,246.99
CT0002	TIEMPO COMPLETO CATEGORICO	38,699.50	15,384.19	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	1,041.12	0.00	38,699.50
CT0002	TIEMPO COMPLETO CATEGORICO	42,323.21	38,662.35	11,604.65	12,068.84	7,543.02	8,173.26	0.00	0.00	1,183.44	0.00	42,323.21
CT0002	TIEMPO COMPLETO CATEGORICO	41,667.66	26,176.11	11,604.65	12,068.84	7,543.02	8,173.26	0.00	0.00	527.89	0.00	41,667.66
RC0001	RECEPCIONISTA	17,327.93	2,876.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,327.93
CD0048	COORDINADOR DE UMCA	54,191.73	17,469.96	11,604.65	12,068.84	7,543.02	8,173.26	12,184.88	0.00	1,167.08	0.00	54,191.73
CD0300	COORDINADOR DE PROGRAMAMA	64,190.38	3,276.38	11,604.65	12,068.84	7,543.02	8,173.26	21,468.60	0.00	1,582.01	0.00	64,190.38
CT0002	TIEMPO COMPLETO CATEGORICO	56,214.63	49,247.91	11,604.65	16,246.51	7,543.02	17,406.98	0.00	0.00	1,613.47	0.00	56,214.63
CT0002	TIEMPO COMPLETO CATEGORICO	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
CT0002	TIEMPO COMPLETO CATEGORICO	39,515.12	18,802.95	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CH0002	COORDINADOR ADMINISTRATIVO	23,239.42	14,180.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,239.42
AN0001	AYUDANTE DE MANTENIMIENTO	15,658.50	3,792.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,658.50

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

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

[Firma]
Lc. Carlos Humberto Gutierrez
Tesorero General de la UPN

[Firma]
Lc. Carmen Lina Lora Magaña
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

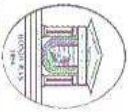
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Mejoras Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
C0153	JEF. DE SECCION DE SOCIALIS	56,618.52	45,481.04	11,604.65	16,246.51	8,703.49	5,802.33	11,604.65	0.00	856.89	0.00	56,618.52
A9902	ANALISTA PROGRAMADOR	26,505.07	7,405.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,505.07
CT002	CALENDARICO TIEMPO COMPLETO	34,052.92	8,926.68	11,604.65	12,008.84	0.00	8,123.26	0.00	0.00	458.17	0.00	34,052.92
B0002	BIBLIOTECARIO	17,614.38	1,759.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,614.38
A0002	AUDITOR	21,332.48	5,465.37	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	3,255.96	11,604.65	16,246.51	0.00	8,123.26	0.00	0.00	1,092.87	0.00	38,867.29
TE003	OFICIAL DE TISORERIA	26,050.56	17,991.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,050.56
CD008	VICERRECTORIA EDUC. A DISTANCIA	84,806.93	61,971.83	11,604.65	16,246.51	8,703.49	12,765.12	32,493.02	0.00	1,194.14	0.00	84,806.93
CD010	VIC. RECTORIA INVS. Y POS. GERA	87,194.96	54,531.70	11,604.65	18,567.44	8,703.49	8,123.26	32,493.02	0.00	903.10	0.00	87,194.96
CD056	SUB DIRECTOR CENT. INV. INNOV. Y DEPARTAMENTO	63,907.86	40,137.64	11,604.65	16,246.51	8,703.49	8,123.26	16,246.51	0.00	1,181.44	0.00	63,907.86
CD120	ARTE	48,890.27	38,949.01	11,604.65	16,246.51	6,382.56	1,740.70	11,024.42	0.00	91.43	0.00	48,890.27
CT002	CALENDARICO TIEMPO COMPLETO	46,211.33	39,151.87	11,604.65	16,246.51	7,543.02	8,123.26	0.00	0.00	893.89	0.00	46,211.33
CT002	CALENDARICO TIEMPO COMPLETO	45,427.13	30,007.11	11,604.65	16,246.51	8,703.49	5,802.33	0.00	0.00	1,270.15	0.00	45,427.13
CD021	DICANO FACULTAD DE CIENCIA Y T	73,740.92	47,770.20	11,604.65	16,246.51	8,703.49	10,444.19	24,369.77	0.00	572.31	0.00	73,740.92
SL002	SECRETARIA	17,024.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,024.00

[Firma]
Lc. Raúl Octavio Tzuc Balcón
Jefe Depto. De Recursos Humanos

[Firma]
Lc. Carlos Humberto Gutiérrez
Revisor General de la UPNH

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

[Firma]
Lc. Carmen Soledad Vázquez
Jefe de Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

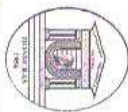
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT003	CATEDRATICO A MEDIO TIEMPO	17,337.64	13,807.80	5,802.33	6,034.42	3,191.28	870.35	0.00	0.00	539.26	0.00	17,337.64
CT002	CATEDRATICO TIEMPO COMPLETO	49,670.64	31,634.84	11,604.65	16,246.51	6,382.56	12,765.12	0.00	0.00	871.80	0.00	49,670.64
CD100	JEFE DE SECCION DE LETRAS	58,074.74	28,592.05	11,604.65	16,246.51	7,543.02	8,123.26	11,604.65	0.00	1,152.65	0.00	58,074.74
CD183	COORDINADOR DE CARRERA INGLES	51,564.29	27,594.63	11,604.65	16,246.51	7,543.02	5,802.33	7,543.02	0.00	1,024.76	0.00	51,564.29
CT002	CATEDRATICO TIEMPO COMPLETO	38,313.67	17,490.59	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	539.25	0.00	38,313.67
CD091	ASISTENTE TECNICO CATEDRATICO	58,482.44	53,548.84	11,604.65	12,068.84	11,024.42	8,123.26	12,184.88	0.00	1,676.39	0.00	58,482.44
CT002	TIEMPO COMPLETO CATEDRATICO	42,263.59	32,581.19	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	427.54	0.00	42,263.59
CT002	TIEMPO COMPLETO CATEDRATICO	48,038.37	38,879.07	11,604.65	16,567.44	9,863.95	5,802.33	0.00	0.00	1,000.00	0.00	48,638.37
CT002	TIEMPO COMPLETO CATEDRATICO	27,320.86	7,213.23	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	106.67	0.00	27,320.86
CD091	ASISTENTE TECNICO CATEDRATICO	62,484.08	31,693.54	11,604.65	16,567.44	8,703.49	8,123.26	12,184.88	0.00	1,500.36	0.00	62,484.08
CT002	TIEMPO COMPLETO CATEDRATICO	35,741.89	19,112.28	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	404.44	0.00	35,741.89
CD185	COORDINADOR DE CARRERA ORIENTA TECN. ASUNTOS	52,839.27	17,242.71	11,604.65	16,246.51	7,543.02	8,123.26	6,382.56	0.00	1,139.27	0.00	52,839.27
CD089	VRAD SECRETARIO CENTRO INVIJINJEDUC	56,106.48	33,825.28	11,604.65	12,068.84	6,382.56	8,123.26	15,086.05	0.00	1,041.12	0.00	56,106.48
CD087	INVIJINJEDUC CATEDRATICO	55,081.86	38,362.29	11,604.65	12,068.84	7,543.02	5,802.33	15,666.28	0.00	596.74	0.00	55,081.86
CT002	TIEMPO COMPLETO CATEDRATICO	34,757.21	17,082.09	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	0.00	34,757.21

Lic. Raúl Octavio Turco B. y otros
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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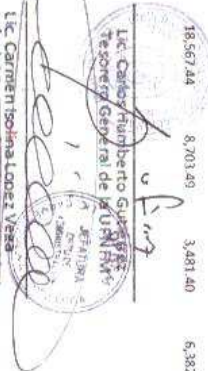
PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

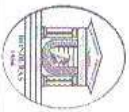
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD031	DIRECTOR CENTRO INVEST. INNOV. E	63,501.91	49,379.83	11,604.65	16,246.51	7,543.02	5,802.33	10,727.91	0.00	777.49	0.00	63,501.91
AS002	ASISTENTE	14,211.25	3,386.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,211.25
CD128	COORD. PRACTICA DOCENTE CUR. CATEDRATICO	47,966.07	14,084.07	11,004.65	12,008.84	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 AUXILIAR	19,877.90	12,562.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,877.90
AD002	ADMINISTRATIVO CATEDRATICO	18,780.46	10,357.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,780.46
CI002	TIEMPO COMPLETO MEDICO	49,878.77	31,970.45	11,604.65	16,246.51	8,703.49	10,444.19	0.00	0.00	1,079.93	0.00	49,878.77
MC002	ODONTOLOGO	24,962.42	6,419.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,962.42
BI005	AUXILIAR DE BIBLIOTECA	18,344.53	1,234.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,344.53
AI001	AUDITOR INTERNO AUXILIAR DE BIBLIOTECA	38,544.51	6,867.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38,544.51
BI005	BIBLIOTECA	19,991.15	13,380.20	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	3,852.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,005.36
AD002	ALBAÑIL	17,184.33	1,921.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,184.33
CD190	COORDINADOR AUTONOMIALES	33,596.75	30,734.01	11,604.65	12,068.84	0.00	0.00	8,123.26	0.00	0.00	0.00	33,596.75
CD184	COORDINADOR DE CARRERA ADMON.	31,830.70	11,604.65	18,567.44	8,703.49	3,481.40	5,382.56	0.00	500.00	0.00	0.00	51,039.54

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



Lic. Carmen Tohina Lopez Vera
Jefe Depto. de Admon. General





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
JS003	SERVICIOS GENERALES OFICIAL	16,023.21	1,448.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,023.21
OA001	ADMINISTRATIVO	17,700.66	10,543.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,700.66
SL005	SECRETARIA IV	17,366.93	6,857.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,366.93
AM003	AUX.SERV/ADMINIST RATIVOS	19,550.39	10,638.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,550.39
CD093	ASISI I LCN ASUNTA CADEM CUED	53,760.90	31,466.31	11,604.65	12,068.84	6,382.56	5,802.33	15,068.05	0.00	1,016.47	0.00	53,760.90
DI003	OFICIAL DE COMPRAS	15,580.08	515.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,580.08
CT004	CATEDRATICO POR HORA	8,040.00	6,701.80	0.00	0.00	0.00	0.00	0.00	0.00	120.00	0.00	8,040.00
CT002	CATEDRATICO TIEMPO COMPLETO	45,418.80	41,540.30	11,604.65	16,246.51	6,382.56	8,123.26	0.00	0.00	1,261.82	0.00	45,418.80
CT002	CATEDRATICO TIEMPO COMPLETO	41,755.22	32,483.80	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	579.64	0.00	41,755.22
CT002	CATEDRATICO TIEMPO COMPLETO	48,798.84	17,023.00	11,604.65	18,567.44	8,703.49	8,123.26	0.00	0.00	0.00	0.00	48,798.84
CT002	CATEDRATICO TIEMPO COMPLETO	29,021.55	318.39	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	66.66	0.00	29,021.55
CT002	CATEDRATICO TIEMPO COMPLETO	27,547.47	25,098.67	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	333.28	0.00	27,547.47
CT002	CATEDRATICO TIEMPO COMPLETO	43,998.81	13,200.58	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	1,002.30	0.00	43,998.81
CT002	CATEDRATICO TIEMPO COMPLETO	44,985.07	31,882.63	11,604.65	16,246.51	8,703.49	5,802.33	0.00	0.00	728.09	0.00	44,985.07
CT002	CATEDRATICO TIEMPO COMPLETO	38,660.68	8,164.73	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	1,002.30	0.00	38,660.68

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

Lic. Carlos Humberto Gutiérrez
Tesorero General de la Universidad

Msc. Jorge Alberto Alvarez Flores
ViceRector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	47,661.35	14,950.57	11,604.65	16,246.51	8,703.49	8,123.26	0.00	0.00	1,183.44	0.00	47,661.35
CT002	CATEDRATICO TIEMPO COMPLETO	17,700.65	16,089.60	11,604.65	0.00	0.00	3,481.40	0.00	0.00	814.60	0.00	17,700.65
SL002	SECRETARIA I	16,378.37	4,422.40	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	7,904.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,118.74
CT002	CATEDRATICO TIEMPO COMPLETO	54,474.82	48,871.83	11,604.65	16,246.51	6,382.56	17,406.38	0.00	0.00	1,034.12	0.00	54,474.82
CD081	SECRETARIO DE CENTRO UNIVERSIT	61,405.79	53,393.28	11,604.65	16,246.51	8,703.49	5,802.33	16,246.51	0.00	1,002.30	0.00	61,405.79
CT002	CATEDRATICO TIEMPO COMPLETO	43,021.80	26,721.06	11,604.65	16,246.51	0.00	12,765.12	0.00	0.00	605.52	0.00	43,021.80
CT002	CATEDRATICO TIEMPO COMPLETO	47,005.80	36,506.34	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	15,754.46	11,604.65	16,246.51	6,382.56	5,802.33	0.00	0.00	1,023.27	0.00	42,859.32
CD091	ASISTENTE TECNICO CATEDRATICO	55,906.88	30,615.89	11,604.65	16,246.51	7,543.02	5,802.33	17,184.88	0.00	725.49	0.00	55,906.88
CT002	CATEDRATICO TIEMPO COMPLETO	43,263.18	17,592.13	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	266.67	0.00	43,263.18
CD076	PROFESOR DEPTO DESARROLLO	60,825.55	43,789.51	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	ASIST. TECNICO RECTAN. POSTGR	55,761.63	26,765.35	11,604.65	16,246.51	7,543.02	3,481.40	15,086.05	0.00	0.00	0.00	55,761.63
CD112	COMERC DEPARTAMENTO	52,993.80	25,454.30	11,604.65	16,246.51	8,703.49	3,481.40	11,024.42	0.00	133.33	0.00	52,993.80
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	14,950.57	11,604.65	16,246.51	5,381.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12

Lic. Raúl Octavio Torres Blázquez
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Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

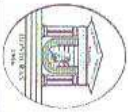


Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



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





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

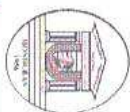
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	43,851.58	25,312.87	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	855.07	0.00	43,851.58
CT002	CATEDRATICO TIEMPO COMPLETO	41,175.58	30,397.64	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	500.00	0.00	41,175.58
CT002	CATEDRATICO TIEMPO COMPLETO	43,093.90	40,149.39	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	997.39	0.00	43,093.90
CD151	CATEDRATICO JEFE DE SECCION DE MATEMATICAS	50,539.53	28,256.02	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	0.00	50,539.53
CT002	CATEDRATICO TIEMPO COMPLETO	42,691.12	36,303.83	11,604.65	18,567.44	6,382.56	3,481.40	0.00	0.00	855.07	0.00	42,691.12
CD138	CATEDRATICO JEFE DE TALLER DE MADERA	48,365.95	44,371.67	11,604.65	16,246.51	6,382.56	3,481.40	8,123.26	0.00	727.57	0.00	48,365.95
CT002	CATEDRATICO 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
CO091	CATEDRATICO ASISTENTE TECNICO	53,715.53	27,844.91	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	855.07	0.00	53,715.53
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	22,579.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
OP002	CATEDRATICO OPLADOR DE MAQUINA REPROD. I	14,609.92	2,271.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,609.92
SE002	CATEDRATICO SECRETARIA I	14,758.93	2,116.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,758.93
CT002	CATEDRATICO TIEMPO COMPLETO	35,601.39	11,139.06	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	263.94	0.00	35,601.39
CT002	CATEDRATICO TIEMPO COMPLETO	44,684.87	2,586.06	11,604.65	16,246.51	8,703.49	5,802.33	0.00	0.00	527.89	0.00	44,684.87
CO091	CATEDRATICO ASISTENTE TECNICO	53,162.50	31,966.24	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	CATEDRATICO TIEMPO COMPLETO	20,983.79	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	0.00	0.00	0.00	42,996.51

Rafael
Rafael Octavio Turcios B...
Jefe Depto. De Recursos Humanos

Carlos
Lic. Carlos Yimberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Sojina Lopez Vez
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZAN
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

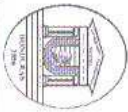
Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CD104	JEFE DE SECCION DE CIENCIAS/ED	47,707.20	43,615.62	11,604.65	12,068.84	6,382.56	3,491.40	11,604.65	0.00	765.10	0.00	47,707.20
CT002	CATEDRATICO TIEMPO COMPLETO	37,922.32	5,378.48	11,604.65	12,068.84	6,382.56	5,802.33	0.00	0.00	263.94	0.00	37,922.32
CT002	CATEDRATICO TIEMPO COMPLETO	45,845.33	26,268.04	11,604.65	18,567.44	7,543.02	5,802.33	0.00	0.00	577.89	0.00	45,845.33
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	19,715.59	11,604.65	16,246.51	6,382.56	3,491.40	0.00	0.00	0.00	0.00	39,515.12
CT002	CATEDRATICO TIEMPO COMPLETO	40,095.35	32,712.72	11,604.65	18,567.44	6,382.56	1,740.70	0.00	0.00	0.00	0.00	40,095.35
CT004	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	18,480.65	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	302.04	0.00	38,076.46
CD186	COORDINADOR DE CARRERA PELLUSCO	44,156.98	29,480.74	11,604.65	16,246.51	6,382.56	1,740.70	6,382.56	0.00	0.00	0.00	44,156.98
OA002	OFICIAL ADMINISTRATIVO I	19,595.60	3,378.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,595.60
CT002	CATEDRATICO TIEMPO COMPLETO	27,742.08	12,304.84	11,604.65	12,068.84	0.00	1,740.70	0.00	0.00	527.89	0.00	27,742.08
CH001	COORD. MANTENIMI ENTO VEHICULAR	19,507.73	5,904.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,507.73
CT002	CATEDRATICO TIEMPO COMPLETO	56,761.63	51,331.15	11,604.65	18,567.44	6,382.56	17,406.98	0.00	0.00	1,000.00	0.00	56,761.63
SE005	SECRETARIA IV	16,374.99	3,082.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,374.99
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	22,970.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CD041	DIRECTOR DE POST GRADO	60,351.15	38,654.94	11,604.65	18,567.44	6,382.56	1,740.70	19,777.91	0.00	527.89	0.00	60,351.15

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



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

[Firma]
Lic. Carmen Isabella López Vazquez
Jefe de Depto. de Admón. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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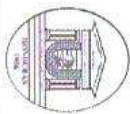
PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SI002	SECRETARIA I	13,940.52	188.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,940.52
CO183	COORDINADOR DE CARRERAS INGLESES	44,304.87	1,117.75	11,604.65	12,068.84	7,513.02	3,481.40	7,543.02	0.00	263.94	0.00	44,304.87
CU085	COORDINADOR DE ASUNTOS RECTORIALES	50,423.49	18,337.27	11,604.65	12,068.84	7,543.02	1,740.70	15,066.28	0.00	0.00	0.00	50,423.49
CT002	CATEDRATICO TIEMPO COMPLETO	39,515.12	7,015.17	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CT002	CATEDRATICO TIEMPO COMPLETO	46,806.55	42,142.48	11,604.65	16,246.51	6,382.56	10,444.19	0.00	0.00	328.64	0.00	46,806.55
SI003	SECRETARIA II	16,854.22	2,253.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,854.22
SE002	SECRETARIA I OFICINISTA	16,248.29	10,301.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,248.29
DI002	TRANSCRIPCIONA AUXILIAR DE SERVICIOS VARIOS	15,191.51	2,492.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,191.51
AX001	AUXILIAR DE SERVICIOS VARIOS	14,335.35	1,200.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,335.35
CO002	CONSERJE	13,805.03	3,709.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,805.03
CU002	COULZADOR MANTENIMIENTO	17,124.69	8,931.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,124.69
AL002	FONTEANIL AUX.SERV.ADMINIST	14,519.08	1,404.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,519.08
AX003	RATIVOS	14,338.10	1,762.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,338.10
CC001	CAJERO PAGADOR CATEDRATICO	14,929.15	252.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,929.15
CT002	TIEMPO COMPLETO	35,837.45	12,604.11	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	500.00	0.00	35,837.45

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

Lc. Carlos Humberto Gutiérrez M.
Tesorero General de la Universidad
Lc. Carmen Solalope Viera
Jefe del Depto. de Admon. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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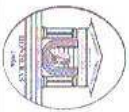
PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
MC002	AYUDANTE MECANICA	12,234.88	110.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,234.88
SE003	SECRETARIA II	14,394.01	3,605.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,394.01
CB001	COORDINADOR CATEDRATICO POR HORA	6,400.00	3,328.00	7,880.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,400.00
CI004	OFICIAL ADMINISTRATIVO	9,440.00	8,509.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,440.00
OA001	OFICIAL ADMINISTRATIVO	18,083.74	13,490.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,083.74
OA001	OFICIAL ADMINISTRATIVO	20,554.85	18,741.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,554.85
TA001	TECNICO AUDIOVISUAL	13,955.74	3,820.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,955.74
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	20,767.85	11,604.65	16,206.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
OA001	OFICIAL ADMINISTRATIVO	16,045.42	4,852.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,045.42
AS002	ASEADORA	11,987.54	3,872.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,987.54
BI003	BIBLIOTECARIA II	20,991.29	17,409.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,991.29
SE004	SECRETARIA III	15,380.73	1,107.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,380.73
SE002	SECRETARIA I	15,632.70	1,959.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,632.70
SM005	AUX. MANTENIMIENTO	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
CI002	CATEDRATICO TIEMPO COMPLETO	24,767.51	11,604.65	16,206.51	0.00	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNRM

Lic. Carmen Isolina López Vázquez
Jefe del Depo. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

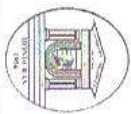
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	31,641.86	21,556.23	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	250.00	0.00	31,641.86
CT003	CATEDRATICO A MEDIO TIEMPO	15,984.04	14,430.32	5,802.33	8,133.26	0.00	870.35	0.00	0.00	288.10	0.00	15,984.04
CT008	COORDINADOR PLAT EDUC VIRTUAL	42,828.13	14,648.20	11,604.65	12,068.84	0.00	1,740.70	15,068.05	0.00	527.89	0.00	42,828.13
CT002	CATEDRATICO TIEMPO COMPLETO	33,898.79	26,225.34	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	302.04	0.00	33,898.79
CT003	CATEDRATICO A MEDIO TIEMPO	19,189.26	17,479.12	5,802.33	8,133.26	3,191.28	870.35	0.00	0.00	302.04	0.00	19,189.26
CT002	CATEDRATICO TIEMPO COMPLETO	42,099.99	23,547.73	11,604.65	16,246.51	8,703.49	3,481.40	0.00	0.00	263.94	0.00	42,099.99
SE005	SECRETARIA DE ESTU CATEDRATICO	15,636.44	9,806.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,636.44
CT002	TIEMPO COMPLETO COORD. CARRERA	35,137.45	8,016.87	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	0.00	35,137.45
CT006	EDUC. COMERCIAL CATEDRATICO A	47,028.14	21,814.94	11,604.65	16,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	0.00	47,028.14
CT003	MEDIO TIEMPO CATEDRATICO	19,802.55	17,383.35	5,802.33	8,133.26	3,773.51	870.35	0.00	0.00	335.10	0.00	19,802.55
CT002	TIEMPO COMPLETO CATEDRATICO	34,440.92	25,859.10	11,604.65	12,068.84	8,703.49	0.00	0.00	0.00	263.94	0.00	34,440.92
CT002	TIEMPO COMPLETO TECNICO EN	29,482.78	11,516.50	11,604.65	12,068.84	0.00	3,481.40	0.00	0.00	527.89	0.00	29,482.78
TX003	COMPUTACION	17,058.38	3,638.11	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	20,685.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,172.16
MT002	MEDICO GENERAL	47,498.26	31,722.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	47,498.26

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

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Mige Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carmen Somalá Vera
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

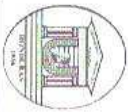
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE003	SECRETARIA II	15,115.88	7,500.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,115.88
CT003	CATEDRATICO A MEDIO TIEMPO	18,171.98	3,685.22	5,802.33	6,034.42	3,191.28	1,740.70	0.00	0.00	540.25	0.00	18,171.98
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	40,959.30	41,641.87	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	0.00	49,959.30
CT002	TIEMPO COMPLETO OFICIAL	40,675.58	36,401.98	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	15,423.12	7,701.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,423.12
CT002	TIEMPO COMPLETO CATEDRATICO	37,908.38	26,627.13	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	40,095.35	35,768.17	11,604.65	16,246.51	8,703.49	1,740.70	0.00	0.00	0.00	0.00	40,095.35
BI002	BIBLIOTECARIO I TRANSCRIPTOR DE DATOS	13,275.90	6,968.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,275.90
TD002	DATOS	12,952.17	8,505.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,952.17
BI002	BIBLIOTECARIO I	12,110.48	1,556.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,110.48
GA002	GUARDALMACEN	11,134.19	3,041.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,134.19
MT002	MOTORISTA	14,133.28	1,515.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,133.28
CT002	TIEMPO COMPLETO CATEDRATICO	37,908.38	26,627.13	11,604.65	12,068.84	8,703.49	3,481.40	0.00	0.00	250.00	0.00	37,908.38

Lc. Raúl Octavio Turcios Rodríguez
Jefe Dep'to. De Recursos Humanos.

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPFM

Lc. Carmen Antonieta López
Jefe del Dep'to. de Admon. UPFM



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

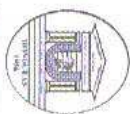
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
DIRECTOR INST. UNIV. Y												
CD005	EVALUADOR	74,829.07	64,113.19	11,604.65	16,567.44	8,703.49	3,481.40	30,172.09	0.00	500.00	0.00	74,829.07
CATEDRATICO												
CT002	TIEMPO COMPLETO	39,515.12	30,480.59	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CONTADOR I												
CM002	CONTADOR I	15,941.76	14,483.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,941.76
DEPARTAMENTO												
CD116	TECNIC	48,836.94	26,247.82	11,604.65	16,246.51	6,382.56	1,740.70	11,024.42	0.00	38.10	0.00	48,836.94
CATEDRATICO												
CT002	TIEMPO COMPLETO	40,713.68	31,301.79	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	38.10	0.00	40,713.68
CATEDRATICO A												
CT003	MEDIO TIEMPO	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
OPERADOR Y												
OS001	AUX.SOPORTE	18,119.09	2,439.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,119.09
CONTADOR I												
CM002	CONTADOR I	12,151.75	1,067.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,151.75
CATEDRATICO												
CT002	TIEMPO COMPLETO	38,274.42	30,209.47	11,604.65	16,246.51	6,382.56	1,440.70	0.00	0.00	500.00	0.00	38,274.42
SECRETARIA I												
SE002	SECRETARIA I	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
MEDICO												
MO002	ODONTOLOGO	17,789.91	16,269.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,789.91
DIRECTOR ESPECIAL												
CD028	C. UNIV./CEIBA	67,366.28	54,701.98	11,604.65	16,246.51	7,543.02	3,481.40	26,690.70	0.00	0.00	0.00	67,366.28
CATEDRATICO												
CT002	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
CATEDRATICO												
CT002	TIEMPO COMPLETO	28,992.99	12,776.33	11,604.65	12,008.84	0.00	3,481.40	0.00	0.00	38.10	0.00	28,992.99
CONILLADOR												
CV002	CONILLADOR	13,534.89	37.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,534.89

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

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

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



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZAN
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

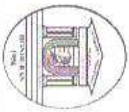
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
S0002	SONIDISTA	12,434.21	3,329.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,434.21
OU001	OFICIAL DE PRESUPUESTO	15,375.27	7,729.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,375.27
CO002	CONSTRUC	11,103.03	300.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,103.03
CO005	JEFE DE BIBLIOTECA	51,583.95	28,978.62	11,604.65	12,068.84	7,543.02	1,740.70	16,526.74	0.00	0.00	0.00	51,583.95
CO007	COORD. CARRERA TURISMO Y HOSTEL	47,058.14	26,978.31	11,604.65	16,246.51	6,382.56	3,481.40	7,543.02	0.00	0.00	0.00	47,058.14
CT002	CATEDRATICO TIEMPO COMPLETO	34,757.21	21,264.63	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	0.00	34,757.21
CD007	VICE-RECTOR(A) ADMINISTRATIVO	74,329.07	27,189.57	11,604.65	16,246.51	8,703.49	3,481.40	32,493.02	0.00	0.00	0.00	74,329.07
CO141	LABORATORIO DE COMERCIO	47,638.38	18,647.72	11,604.65	16,246.51	6,382.56	3,481.40	8,123.26	0.00	0.00	0.00	47,638.38
CT002	CATEDRATICO TIEMPO COMPLETO	34,795.31	19,878.95	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	38.10	0.00	34,795.31
CO142	COORD. LAB. MEDICINA DEL DEPORTE	41,720.01	34,599.41	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	0.00	41,720.01
CT004	CATEDRATICO POR HORA	9,440.00	8,509.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,440.00
CO047	ASISTENTE TECNICO ACADEMICO	54,020.93	41,306.09	11,604.65	16,246.51	8,703.49	3,481.40	12,184.88	0.00	0.00	0.00	54,020.93
CO002	ASISTENTE ASUNTOS ADIVOS CUR	52,860.46	31,233.54	11,604.65	16,246.51	7,543.02	3,481.40	12,184.88	0.00	0.00	0.00	52,860.46
CT003	CATEDRATICO A MEDIO TIEMPO	13,645.20	4,911.58	5,802.33	6,034.42	0.00	870.35	0.00	0.00	38.10	0.00	13,645.20
CO158	JEFE DE SECCION DE EDUCACION F	52,280.23	24,793.60	11,604.65	16,246.51	7,543.02	3,481.40	11,604.65	0.00	0.00	0.00	52,280.23

Lic. Raúl Octavio Turrubíen de la Cruz
Jefe Depto. De Recursos Humanos

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNHM

Lic. Camarillo Torres
Jefe del Depto. de Administración



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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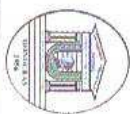
PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CU002	OFICIAL CONTROL PRESUPUESTO	21,496.13	3,250.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,496.13
CA002	CONTADOR	15,382.73	599.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,382.73
CT003	CATEDRATICO A MEDIO TIEMPO	17,416.71	14,072.07	5,802.33	6,034.42	3,771.51	870.35	0.00	0.00	38.10	0.00	17,416.71
CT002	CATEDRATICO TIEMPO COMPLETO	35,159.65	2,949.69	11,604.65	12,068.84	7,543.02	3,481.40	0.00	0.00	0.00	0.00	35,159.65
CU082	DEPARTAMENTO COMERCIALES	58,662.79	47,050.70	11,604.65	16,246.51	8,703.49	3,481.40	16,826.74	0.00	0.00	0.00	58,662.79
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	27,344.68	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	CATEDRATICO 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
CU091	ASISTENTE TECNICO COORDINADOR	52,280.23	33,147.18	11,604.65	16,246.51	8,703.49	1,740.70	12,184.88	0.00	0.00	0.00	52,280.23
AN001	CONSERBERIA CATEDRATICO	12,304.71	718.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,304.71
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	28,294.91	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CT002	TIEMPO COMPLETO CATEDRATICO	35,453.49	32,392.21	11,604.65	18,567.44	0.00	3,481.40	0.00	0.00	0.00	0.00	35,453.49
CT002	TIEMPO COMPLETO CATEDRATICO	39,515.12	26,524.89	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CU036	DESARROLLO CURRICU	60,403.49	32,873.21	11,604.65	16,246.51	7,543.02	3,481.40	19,727.91	0.00	0.00	0.00	60,403.49
CU091	ASISTENTE TECNICO	48,682.79	35,570.17	11,604.65	12,068.84	7,543.02	3,481.40	12,184.88	0.00	0.00	0.00	48,682.79
CU002	CONTADOR	8,246.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,246.02

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

L. C. Carlos Humberto Gutiérrez
Jefe del Depto. de Admón. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
TA001	TECNICO AUDIOVISUAL	11,097.94	7,786.10	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	31,995.45	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 INDUSI	46,516.00	32,798.72	11,604.65	16,246.51	7,543.02	1,740.70	7,543.02	0.00	38.10	0.00	46,516.00
CO002	CONSERJE	12,191.21	1,200.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,191.21
AX001	AUXILIAR DE SERVICIOS VARIOS	12,369.46	6,855.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,369.46
RG002	JEFE DE SECCION	20,555.69	4,367.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,555.69
AX002	AUXILIAR DE SERVICIOS ESPECIAL	11,104.45	3,376.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,104.45
CN003	COMIDADOR II	14,388.11	3,296.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,388.11
TD002	TRANSCRITOR DE DATOS	11,722.00	858.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,722.00
CO002	CONSERJE	10,664.38	8,587.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,375.34	22,039.72
CD091	ASISTENTE TECNICO CATEDRATICO	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 CATEDRATICO	33,634.85	13,442.83	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	38.10	0.00	33,634.85
CT002	TIEMPO COMPLETO CATEDRATICO	37,812.52	26,829.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	38.10	0.00	37,812.52
CT002	TIEMPO COMPLETO CATEDRATICO	49,959.30	42,120.01	11,604.65	16,246.51	7,543.02	12,765.12	0.00	0.00	0.00	0.00	49,959.30
CT002	TIEMPO COMPLETO CATEDRATICO	43,000.65	20,668.49	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	4.14	0.00	43,000.65

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



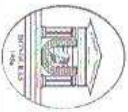
L.C. Carlos Humberto Gutiérrez
Tesorero General de la UPFM



Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

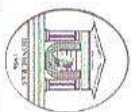
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE003	SECRETARIA II OFICIAL DE INGRESOS	13,614.59	7,084.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,614.59
CI002	CATEDRATICO TIEMPO COMPLETO	39,515.12	32,680.91	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	0.00	39,515.12
CI002	CATEDRATICO TIEMPO COMPLETO	31,391.86	17,076.76	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
SI002	SECRETARIA I	11,556.25	2,653.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,556.25
SE003	SECRETARIA II AUXILIAR ADMINISTRATIVO	12,239.97	972.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,239.97
AD002	ADMINISTRATIVO	13,549.84	6,336.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,549.84
SE005	SECRETARIA IV	14,545.78	9,650.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,545.78
CI007	JEFE DE SECCION DE COMERCIALES	53,440.70	35,631.89	11,604.65	16,246.51	8,703.49	3,481.40	11,604.65	0.00	0.00	0.00	53,440.70
CO002	CONSULTE	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	ASISTENTE TECNICO SECRETARIA CATEDRATICO	44,737.21	31,335.23	11,604.65	16,246.51	0.00	1,740.70	13,345.35	0.00	0.00	0.00	44,737.21
CI002	TIEMPO COMPLETO	33,596.75	125.39	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
GA001	GUARDALMACEN	11,415.59	6,714.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,415.59
CO002	CONSULTE	10,659.79	2,615.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,659.79
CI002	TIEMPO COMPLETO	33,878.33	16,280.05	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,878.33

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

Lic. Carlos Humberto Gutiérrez
Tesoro General de la U.P.N.M.

Msc. Jorge Alberto Álvarez Flores
Vice Rector Administrativo

Lic. Carmen Soñal López Vázquez
Jefe del Depto. de Admin. General



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

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CATEDRATICO												
CI002	TIEMPO COMPLETO	25,473.49	10,332.05	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT003	CATEDRATICO A MEDIO TIEMPO	18,925.32	15,346.29	5,802.33	8,123.26	3,191.28	870.35	0.00	0.00	38.10	0.00	18,925.32
CA001	OFICIAL ADMINISTRATIVO	13,664.38	5,753.82	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	9,686.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,679.23
MT002	MOTONISTA	11,589.29	910.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,589.29
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	CON/ADOR I	13,691.56	10,618.15	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	10,753.35	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	1,385.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,674.57
AX003	AUX.SERV.ADMINISTRATIVOS	12,581.01	13.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,581.01
SE006	SECRETARIA DE SEDE	13,885.84	11,008.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,885.84
SE006	SECRETARIA DE SEDE	13,885.84	11,961.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,885.84
SE006	SECRETARIA DE SEDE	12,511.17	10,001.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,511.17
SE006	SECRETARIA DE SEDE	12,511.17	8,950.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,511.17
VI002	VIGILANTE	11,061.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,061.97

Lic. Raúl Octavio Tzuc Balamón
Jefe Depto. De Recursos Humanos



Lic. Carlos Humberto Gutiérrez
Tercero General de la UPN FM



Lic. Carmen Soledad Vázquez
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 DICIEMBRE DEL 2014

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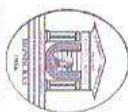
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
AS002	ASEADORA	10,864.51	4,882.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,864.51
AS002	ASEADORA	10,659.79	8,914.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,659.79
VI002	VEGLANTE	10,659.79	9,884.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,659.79
CO002	CONSLUE	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
CH002	COORDINADOR ADMINISTRATIVO	21,958.93	17,614.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,958.93
AS002	ASEADORA	10,659.79	9,037.79	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
CI002	CATEDRATICO TIEMPO COMPLETO	38,972.98	34,580.14	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,972.98
CT002	CATEDRATICO TIEMPO COMPLETO	37,812.52	32,590.68	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,812.52
CI003	CATEDRATICO A MEDIO TIEMPO	18,975.32	11,190.84	5,802.31	8,123.26	3,191.28	870.35	0.00	0.00	0.00	0.00	18,975.32
CD139	JEFE DE TALLER LABORATORIO MAL	47,638.38	36,469.31	11,604.65	16,246.51	6,382.56	3,481.40	8,123.26	0.00	0.00	0.00	47,638.38
CT002	CATEDRATICO TIEMPO COMPLETO	40,675.58	26,092.53	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	0.00	0.00	40,675.58
CO003	OFICIAL DE COMPRAS	16,252.11	4,550.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,252.11
AV002	AUXILIAR DE CONTABILIDAD	15,404.24	5,460.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,404.24
CO002	CONSERJE	11,099.90	361.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,099.90

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



Lic. Carlos Humberto Gutierrez
Tesorero General de la UPNFM





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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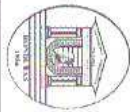
PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
SE002	SECRETARIA I	13,273.85	6,003.81	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	6,024.42	3,771.51	870.35	0.00	0.00	0.00	0.00	17,378.61
CM002	CONTADOR I OPTIMIZADOR Y AUXILIAR	12,031.45	6,140.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,031.45
OG001	JEFE DE SECCION DE TECNIA	15,136.63	2,123.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,136.63
CD017	TEC. ALUM. TE. CATEDRATICO	49,417.17	23,902.15	11,604.65	16,246.51	6,382.56	1,740.70	11,604.65	0.00	38.10	0.00	49,417.17
CT002	TIEMPO COMPLETO ASIST. TECN. ASUNT. A DROS. CUID.	35,337.45	26,493.45	11,604.65	12,068.84	6,382.56	3,481.40	0.00	0.00	0.00	0.00	35,337.45
CD092	MOTORISTA	52,898.57	18,049.50	11,604.65	16,246.51	6,382.56	1,740.70	15,086.05	0.00	38.10	0.00	52,898.57
MT002	AUXILIAR DE COMANDIDAD	10,664.45	4,063.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,664.45
AB002	OFICIAL DE EGRESOS AUX. SERV. ADMINISTRATIVOS	15,501.55	3,053.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,501.55
OD002	INFORM. EDUCATI. V	16,547.64	4,291.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,547.64
AX003	INFORM. EDUCATI. V	12,888.15	3,621.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,888.15
CD010	CATEDRATICO	35,337.45	18,617.39	11,604.65	12,068.84	0.00	1,740.70	8,123.26	0.00	0.00	0.00	35,337.45
CT002	TIEMPO COMPLETO CATEDRATICO	41,836.05	13,853.73	11,604.65	16,246.51	8,703.49	3,481.40	0.00	0.00	0.00	0.00	41,836.05
CT002	TIEMPO COMPLETO	37,774.42	30,096.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CO002	CONSERJE	15,455.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,455.06

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPFM

Lic. Carmen Dolores López Vega
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

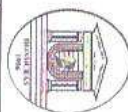
Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CI002	CATEDRÁTICO TIEMPO COMPLETO	33,596.75	12,617.01	11,604.65	12,068.84	5,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CI002	CATEDRÁTICO TIEMPO COMPLETO	43,043.67	29,971.31	11,604.65	16,246.51	7,541.02	5,802.33	0.00	0.00	47.16	0.00	43,043.67
CI002	CATEDRÁTICO TIEMPO COMPLETO	33,712.79	30,396.22	11,604.65	18,567.44	0.00	1,740.70	0.00	0.00	0.00	0.00	33,712.79
SI002	ASISTENTE JURIDICO DE PLANTEAMIENTO DE LEGISLAC.	39,010.53	27,867.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	39,010.53
CI003	CATEDRÁTICO A MEDIO TIEMPO	55,808.78	14,065.26	11,604.65	16,246.51	7,541.02	1,740.70	16,826.74	0.00	47.16	0.00	55,808.78
SE007	SECRETARIA V	15,695.94	14,065.26	5,802.33	8,123.26	0.00	870.35	0.00	0.00	0.00	0.00	15,695.94
SE007	SECRETARIA V	20,284.37	8,222.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,636.66	41,921.03
AI003	AUDITOR II	15,686.06	1,159.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,686.06
BI002	BIBLIOTECARIO I CATEDRÁTICO	10,184.96	6,770.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,184.96
CI002	TIEMPO COMPLETO CATEDRÁTICO	37,774.42	34,132.92	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CI002	TIEMPO COMPLETO	31,391.86	10,877.97	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
SI002	SECRETARIA I	10,719.50	5,395.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,719.50
CO003	COORDINADOR GRUPO MUSICAL	14,104.85	12,879.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,104.85
CD091	ASISTENTE TECNICO	51,119.76	28,090.42	11,604.65	16,246.51	7,541.02	1,740.70	12,184.88	0.00	0.00	0.00	51,119.76
CN003	CONJUNTO II	12,978.00	12,978.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,978.00

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

Lc. Carlos Humberto Gutiérrez
Técnico General de la UPNFM
Jefe del Depto. de Administración

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carmen Soledad López Vega
Jefe del Depto. de Administración



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

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Puesto	Descripción	Sueldo Bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CN003	CONTADOR II	11,625.95	9,937.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,625.95
W0002	VIGILANTE	9,934.16	6,319.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,934.16
SF002	SECRETARIA I	10,090.96	3,948.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,090.96
CO091	ASISTENTE TECNICO CATEDRATICO	49,959.30	27,287.24	11,604.65	16,246.51	6,382.56	1,740.70	12,184.88	0.00	0.00	0.00	49,959.30
CT002	TIEMPO COMPLETO JEFE DE SECCION DE SOCIALES	33,596.75	9,356.96	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CD098	SOCIALES	50,539.53	43,781.26	11,604.65	16,246.51	7,543.02	1,740.70	11,604.65	0.00	0.00	0.00	50,539.53
CT003	CATEDRATICO A MEDIO TIEMPO	15,928.03	14,478.79	5,802.33	6,024.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,928.03
CT002	CALEDRATICO TIEMPO COMPLETO	37,774.42	33,981.92	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	30,928.69	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CO002	CONSERJE SECRETARIA DEL	10,336.34	2,295.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,336.34
ST001	RECTOR CATEDRATICO A	14,016.40	10,058.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,016.40
CT003	MEDIO TIEMPO PLANIFICACION Y	18,016.87	10,353.52	5,802.33	8,113.26	3,191.28	0.00	0.00	0.00	0.00	0.00	18,016.87
CD032	PRES.	65,045.35	50,579.17	11,604.65	18,567.44	9,863.95	3,481.40	19,727.91	0.00	0.00	0.00	65,045.35
BI002	BIBLIOTECARIO I	12,703.28	6,941.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,703.28
CO091	ASISTENTE TECNICO	48,718.60	28,536.11	11,604.65	16,246.51	6,382.56	0.00	12,184.88	0.00	0.00	0.00	48,718.60

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

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





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

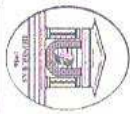
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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	38,934.88	18,854.54	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
AN002	ANALISTA PROGRAMADOR CATEDRATICO	20,987.15	15,014.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,987.15
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	12,611.89	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	38,018.31	22,075.55	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	243.89	0.00	38,018.31
CT002	TIEMPO COMPLETO CATEDRATICO	37,774.42	28,491.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	38,934.88	31,893.45	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
CD155	JEFE DE SECCION DE LETRAS Y L. CATEDRATICO	50,539.53	19,567.36	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 JL-L	38,934.88	23,708.27	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
JD002	DIPLOMANTO TECNOLOGIAS DE INFORM.	32,940.47	24,187.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	35,136.50	68,076.94
CD044	CATEDRATICO TIEMPO COMPLETO	57,502.33	41,335.54	11,604.65	16,246.51	6,382.56	1,740.70	19,727.91	0.00	0.00	0.00	57,502.33
CT002	TIEMPO COMPLETO SERVICIOS CINEMATIS	37,774.42	20,386.32	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
AN003	CATEDRATICO TIEMPO COMPLETO	9,934.16	8,635.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,934.16
CT002	TIEMPO COMPLETO CATEDRATICO	38,934.88	24,369.09	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
CT002	TIEMPO COMPLETO CATEDRATICO	34,757.21	26,837.63	11,604.65	12,068.84	7,543.02	1,740.70	0.00	0.00	0.00	0.00	34,757.21
CT002	TIEMPO COMPLETO CATEDRATICO	30,832.02	11,604.65	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,774.42

Msc. Jorge Alberto Flores Flores
Vice Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM
Jefe del Depto. de Admon. General



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
DEPARTAMENTO												
CD111	MATEMA	49,959.30	38,616.56	11,604.65	16,246.51	7,543.02	1,740.70	11,024.42	0.00	0.00	0.00	49,959.30
CD081	SECRETARIO DE CENTRO UNIVERSIT	55,181.39	45,841.88	11,604.65	16,246.51	7,543.02	1,740.70	16,246.51	0.00	0.00	0.00	55,181.39
CT002	CATEDRATICO	37,774.42	26,485.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT002	TIEMPO COMPLETO CATEDRATICO	38,934.88	19,712.71	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
AS002	ASESORIA	9,934.16	9,659.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,934.16
CD181	COORDINADOR DE CARRERA EDUCACI	45,317.44	22,599.17	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	0.00	0.00	45,317.44
CT002	CATEDRATICO	37,774.42	10,794.02	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
SE005	SECRETARIA IV	11,097.89	7,319.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,097.89
CT002	CATEDRATICO	41,255.81	23,337.48	11,604.65	18,567.44	7,543.02	1,740.70	0.00	0.00	0.00	0.00	41,255.81
CT002	TIEMPO COMPLETO CATEDRATICO	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	LABORADOR DE COMERCIO	47,058.14	27,354.82	11,604.65	16,246.51	7,543.02	1,740.70	8,123.26	0.00	0.00	0.00	47,058.14
OH001	OFICIAL JURIDICO	21,457.60	13,448.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,457.60
CT002	CATEDRATICO	31,391.86	27,705.51	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
CT004	TIEMPO COMPLETO CATEDRATICO POR HORA	9,440.00	4,922.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,440.00
OH002	OFICIAL DE PERSONAL	19,329.56	7,436.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,329.56

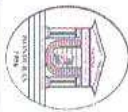
Lic. Raúl Octavio Torres Ceballos
Jefe Depto. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

Lic. Carmen Soriana López
Jefe del Depto. de Admón

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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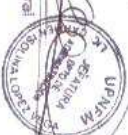
PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

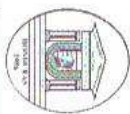
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Montos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
OF001	OFICIAL DE TECNOLOGIA CATERATICO	19,239.59	12,221.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,239.59
CT002	TIEMPO COMPLETO CALIDIA TICO	38,934.88	10,400.51	11,604.65	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
CT002	TIEMPO COMPLETO CATERATICO	33,596.75	30,734.01	11,604.65	12,008.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CT002	TIEMPO COMPLETO CATERATICO	25,473.49	23,260.61	11,604.65	12,008.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO CATERATICO	5,363.28	4,650.14	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	5,363.28
TM001	TIEN MANTENIMIENTO UPO Y SISTEMA	12,729.85	1,634.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,729.85
AD002	AUXILIAR 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
CD152	JEFE DE SECCION DE COMERCIAL	50,539.53	30,201.49	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 CATERATICO	25,473.49	23,110.61	11,604.65	12,008.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT003	TIEMPO COMPLETO CATERATICO A MEDIO TIEMPO	14,825.59	8,544.79	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	0.00	14,825.59
SE006	SECRETARIA DE SEDE	11,502.08	9,648.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,502.08
VI002	VIGILANTE	10,127.42	8,075.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,127.42
CO002	CONSERJE	10,127.42	7,406.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,127.42
EN002	ENFERMERA	19,172.01	6,020.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,172.01
CD091	ASISTENTE TECNICO	45,781.63	29,810.10	11,604.65	12,068.84	6,382.56	1,740.70	12,184.88	0.00	0.00	0.00	45,781.63

Lic. Raúl Octavio Turrentes Bernal
Jefe Depo. De Recursos Humanos

Lic. Carlos Humberto Gutiérrez
Jefe del Depo. de Admon. General

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

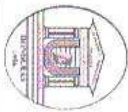
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	25,913.01	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	3,655.04	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CD170	COORDINADOR DE SCORE CHOLUTICA	41,720.01	11,649.42	11,604.65	12,068.84	6,382.56	1,740.70	8,123.26	0.00	0.00	0.00	41,720.01
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	17,696.01	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	38,934.88	35,465.09	11,604.65	16,216.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	38,934.88
CT002	CATEDRATICO TIEMPO COMPLETO	33,596.75	25,010.78	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	33,596.75
CT002	CATEDRATICO TIEMPO COMPLETO	31,391.86	20,326.51	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	0.00	31,391.86
CD089	TECN ASUNTOS VIAO	54,020.93	37,583.26	11,604.65	16,246.51	7,543.02	1,740.70	15,086.05	0.00	0.00	0.00	54,020.93
CT002	CATEDRATICO TIEMPO COMPLETO	31,596.75	29,114.01	11,604.65	12,068.84	6,382.56	1,740.70	0.00	0.00	0.00	0.00	31,596.75
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	34,132.92	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CT003	CATEDRATICO A MEDIO TIEMPO	15,928.03	14,278.79	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,928.03
CT003	CATEDRATICO A MEDIO TIEMPO	15,950.92	13,999.85	5,802.33	6,034.42	3,191.28	0.00	0.00	0.00	0.00	0.00	15,950.92
CT003	CATEDRATICO A MEDIO TIEMPO	12,759.64	11,463.87	5,802.33	6,034.42	0.00	0.00	0.00	0.00	22.89	0.00	12,759.64
AD004	ADMINISTRADOR DE REDES	15,387.07	13,934.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,387.07
CT003	CATEDRATICO A MEDIO TIEMPO	18,065.51	8,444.51	5,802.33	8,123.26	3,191.28	0.00	0.00	0.00	0.00	0.00	18,065.51

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

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo

Lc. Carmen Leticia López Vázquez
Jefe del Depto. de Admon. Gen. y Ases. Jur.





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

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Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CATEDRÁTICO												
CT002	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
CO182	COORDINADOR DE CARRERA ESPAÑOL	45,317.44	37,479.81	11,604.65	16,246.51	6,382.56	1,740.70	7,543.02	0.00	0.00	0.00	45,317.44
CATEDRÁTICO												
CT002	TIEMPO COMPLETO	37,774.42	24,805.47	11,604.65	16,246.51	6,382.56	1,740.70	0.00	0.00	0.00	0.00	37,774.42
CATEDRÁTICO												
CT002	TIEMPO COMPLETO	37,194.18	22,146.10	11,604.65	16,246.51	7,543.02	0.00	0.00	0.00	0.00	0.00	37,194.18
CATEDRÁTICO												
CT002	TIEMPO COMPLETO	25,473.49	13,422.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CATEDRÁTICO												
CT002	TIEMPO COMPLETO	31,856.05	10,577.75	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	31,856.05
CATEDRÁTICO												
CT002	TIEMPO COMPLETO	31,856.05	20,487.78	11,604.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	0.00	31,856.05
CATEDRÁTICO												
CO001	ASISTENTE TÉCNICO	41,836.04	24,762.35	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
CATEDRÁTICO												
CT002	TIEMPO COMPLETO	29,651.16	22,429.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
OFICIAL												
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
MEDICO												
MO002	ODONTÓLOGO	18,700.76	10,079.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,700.76
SECRETARIA III												
SE004	CALLERATICO	10,367.60	1,111.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,367.60
CATEDRÁTICO												
CT002	TIEMPO COMPLETO	25,473.49	23,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
SECRETARIA I												
SE002	CATEDRÁTICO	9,837.12	1,129.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,837.12
CATEDRÁTICO												
CT002	TIEMPO COMPLETO	29,651.16	26,904.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16

Msc. Jorge Alberto Alvarez Flores
Vice Rector Administrativo



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



Lic. Carlos Humberto Gutiérrez
Escriba General de la UPNFM





UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

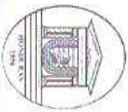
Puesto	Descripción	Salario bruto	Salario Neto	Salario Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CN002	CONTADOR I	10,853.95	6,494.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,853.95
CO002	CONSERJE	9,397.12	2,093.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CO091	ASISTENTE TECNICO	41,836.04	26,816.53	11,604.65	16,246.51	0.00	0.00	0.00	12,184.88	0.00	0.00	41,836.04
BI002	BIBLIOTECARIO I	9,397.12	2,794.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CO002	CONSERJE	9,397.12	5,771.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
MT002	MOTORISTA	9,397.12	2,094.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
CI002	CATEGORICO TIEMPO COMPLETO	36,033.72	26,376.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
TD002	TRANScriptor DL DATOS	10,422.22	4,229.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,422.22
BI002	BIBLIOTECARIO I ADMINISTRADOR DL SISTEMA	9,397.12	9,085.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
AD005	CATEGORICO	10,972.22	5,908.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,972.22
CI002	CATEGORICO TIEMPO COMPLETO	25,473.49	15,339.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
TR001	TECNICO SOPORTE REDES Y PCS	13,631.58	7,044.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,631.58
CI002	CATEGORICO TIEMPO COMPLETO	36,033.72	10,789.30	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
CI003	CATEGORICO 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
CI002	CATEGORICO TIEMPO COMPLETO	29,651.16	11,604.65	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16

Dr. Raúl Octavio Turcios Benítez
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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

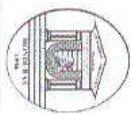
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
18001	TECNICO SOPORTE REDIS Y PCS	10,687.47	9,664.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,687.47
CT003	CATEDRATICO A MEDIO TIEMPO	14,825.59	9,265.19	5,602.33	8,123.26	0.00	0.00	0.00	0.00	0.00	0.00	14,825.59
CD091	ASISTENTE TECNICO	41,836.04	29,410.48	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	9,072.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,397.12
AB002	AUXILIAR DE CONTABILIDAD	10,127.42	5,705.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,127.42
CC002	CONSUL	9,397.12	8,564.32	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	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	CATEDRATICO TIEMPO COMPLETO	25,473.49	23,200.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CD091	ASISTENTE TECNICO	37,058.37	31,819.10	11,604.65	12,068.84	0.00	0.00	12,184.88	0.00	0.00	0.00	37,058.37
CD091	ASISTENTE TECNICO	41,836.04	28,818.44	11,604.65	16,246.51	0.00	0.00	12,184.88	0.00	0.00	0.00	41,836.04
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	24,615.07	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	25,473.49	14,370.65	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	25,473.49	17,740.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO TIEMPO COMPLETO	29,651.16	156.39	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
TD003	COMPUTACION TECNICO EN	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

[Firma]
Lic. María Octavio Torres Brathorn
Jefe Depto. De Recursos Humanos

[Firma]
Lic. Carlos Pineda Guevarra
Tercero General de la UPNFM

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

Msc. Jorge Adrián Álvarez Flores
Vice Rector Administrativo



UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO	36,033.72	23,452.48	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	36,033.72	32,426.02	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	12,698.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,941.93
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
A002	AUDITOR	8,950.84	1,429.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,950.84
CT002	CATEDRATICO	25,473.49	22,660.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO	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	25,473.49	23,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO	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	29,651.16	24,518.91	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CT002	TIEMPO COMPLETO	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
CO104	JEFE DE SECCION DE CIENCIAS/ED	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	25,473.49	23,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	TIEMPO COMPLETO	25,473.49	20,556.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CT002	CATEDRATICO	25,473.49	23,060.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
TD002	TRANSPIRATOR DE DATOS	11,913.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,913.08

Lc. Raúl Octavio Turríos Parra
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Msc. Jorge Alberto Alvarado Flores
Vice Rector Administrativo

Lc. Carlos Humberto Gutiérrez
Tesorero General de la Universidad

Lc. Carmen Isolina López
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

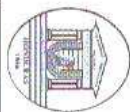
Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CI002	CATEDRÁTICO TIEMPO COMPLETO	25,473.49	20,397.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CI002	CATEDRÁTICO TIEMPO COMPLETO	29,651.16	26,304.07	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
AI002	AUXILIAR ADMINISTRATIVO	10,174.66	3,281.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,174.66
AI002	AUXILIAR ADMINISTRATIVO	13,200.00	3,079.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,200.00
BI002	BIBLIOTECARIO LABORATORIO	8,646.48	4,938.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,646.48
CI002	COMPUT CALCULADORA	10,966.68	5,891.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,966.68
CI002	TIEMPO COMPLETO	29,651.16	17,829.68	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16
CI002	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
CI002	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
CI002	TIEMPO COMPLETO	25,473.49	22,560.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
CI002	TIEMPO COMPLETO	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
CI002	TIEMPO COMPLETO	36,033.72	29,976.02	11,604.65	16,246.51	6,382.56	0.00	0.00	0.00	0.00	0.00	36,033.72
AI002	ANALISTA PROGRAMADOR	14,408.99	14,033.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,684.79	22,093.78
AI002	AUXILIAR ADMINISTRATIVO	12,257.67	10,615.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,257.67
CI002	CATEDRÁTICO TIEMPO COMPLETO	29,651.16	23,260.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	29,651.16

Lic. Raúl Octavio Turcios Barahona
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Vice Rector Administrativo

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UNIVERSIDAD PEDAGOGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

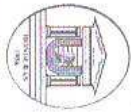
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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Meritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CT002	CATEDRATICO HILMO COMPLETO	25,473.49	22,160.61	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,473.49
GA001	GUARDALMACEN CATEDRATICO	11,000.00	5,805.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,000.00
CT002	TIEMPO COMPLETO HILCONCO IN	25,218.76	20,026.26	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	25,218.76
TX003	COMPUTACION OFICIAL DE	9,118.11	8,243.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,118.11
OB003	INFORMACION	12,000.00	11,375.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,000.00
BI002	BIBLIOTECARIO I	9,118.11	8,663.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,118.11
BI002	BIBLIOTECARIO I	7,860.44	7,454.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
SE002	SECRETARIA I	7,860.44	5,838.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
AX002	AUXILIAR DE SERVICIOS ESPECIAL	7,860.44	7,485.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,860.44
TX003	COMPUTACION TECNICO EN	7,990.79	7,084.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,990.79
CC004	CAJERO	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
CA002	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	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
ME002	MEDICO 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
CT002	CATEDRATICO TIEMPO COMPLETO	17,731.51	11,604.65	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	17,731.51
CT003	CATEDRATICO A MEDIO TIEMPO	4,575.82	5,802.33	5,802.33	9,283.73	0.00	0.00	0.00	0.00	0.00	0.00	4,575.82

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

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PLANILLA DE PAGO MES DE DICIEMBRE DEL 2014

Puesto	Descripción	Sueldo bruto	Sueldo Neto	Sueldo Base	Nivel Acad.	Méritos Prof.	Años Serv.	Cargo	Colectivo	Derechos Adquir.	Vacaciones	Total
CATEDRATICO												
CT002	TIEMPO COMPLETO	9,469.40	8,536.85	11,604.65	12,068.84	0.00	0.00	0.00	0.00	0.00	0.00	9,469.40
CATEDRATICO												
CT002	TIEMPO COMPLETO	8,355.35	7,511.92	11,604.65	16,746.51	0.00	0.00	0.00	0.00	0.00	0.00	8,355.35
Total		23,592,833.48	13,998,672.62	4,759,984.32	6,132,088.70	2,476,142.33	2,480,203.31	1,993,678.98	22,750.00	208,762.40	149,063.50	23,992,779.84

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

Lic. Carlos Humberto Gutiérrez
Tesorero General de la UPNFM

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