



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Código	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Montos Prid	Alcos Serv.	Cargo	Colectivo	Comisión Adm.	Comisión 2014	Vacaciones	Excesos Costo	Total
MT000	MOTOCICLISTA II	22,328.26	2,678.84	0.00	0.00	0.00	2,321.50	0.00	0.00	0.00	0.00	0.00	0.00	22,328.26
SE001	SECRETARIA V	26,603.12	14,403.55	0.00	0.00	0.00	1,800.00	0.00	0.00	0.00	0.00	0.00	0.00	26,603.12
SE003	SECRETARIA IV	22,402.80	5,421.81	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	21,296.52	22,402.80	48,209.31
JE002	JEFE DE SECCION	21,008.00	9,214.91	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	0.00	21,008.00
CT002	CATEDRATICO TIEMPO COMPLETO	38,196.26	1,844.91	11,604.65	12,006.04	6,382.56	5,803.32	0.00	0.00	527.88	1,800.00	0.00	38,196.26	38,196.26
SE004	SECRETARIA III	23,633.37	11,198.03	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	0.00	23,633.37
SE003	SECRETARIA II	22,200.00	4,482.82	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	0.00	22,200.00
CH003	CONTADOR II	21,005.34	11,128.41	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	21,005.34
SE004	SECRETARIA III	22,375.36	8,131.93	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	0.00	22,375.36

L.C. Raúl Octavio Turcios
Jefe Departamento de Recursos Humanos

L.C. Carmen Juliana Sánchez
Jefe Departamento de Admón. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Antes Pres.	Antes Serv.	Cargos	Colectivo	Derechos Adic.	Colectivo 2014	Vacaciones	Derechos Cuarta	Total
DE000	OFICIAL DE REGISTRO	22,473.37	8,509.00	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	22,473.37	22,473.37
CV003	COORDINADOR VENTAS IBEROJA	21,000.20	1,018.33	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	21,000.20	21,000.20
SE003	SECRETARÍA II	21,569.04	980.84	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	21,569.04	21,569.04
NA003	SECRETARÍA II	21,603.36	7,644.92	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	21,603.36	21,603.36
DE007	SECRETARÍA V	28,379.03	13,281.83	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	28,379.03	28,379.03
SE009	SECRETARÍA II	21,600.12	409.47	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	21,600.12	21,600.12
JE000	JEFE DE RECCION	33,133.76	26,177.74	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	33,133.76	33,133.76
SE000	SECRETARÍA I	21,598.88	1,882.45	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	21,598.88	21,598.88
DE000	SECRETARÍA II	20,799.53	8,581.82	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	20,799.53	20,799.53

MANUEL OCTAVIO
JEFE DEPARTAMENTO DE RECURSOS HUMANOS
Vice Rector Académico

UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS
Vice Rector Académico



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario básico	Salario fijo	Salario fijo	Wuel Acad.	Memoria Priv.	Antes Serv.	Cargos	Colectivo	Dirección Adquis.	Colectivo 2014	Vacaciones	Otros Cuotas	Total
COORD.	COORD. ADMINISTRATIVO	29,787.75	19,965.79	0.00	860.00	0.00	2,400.00	0.00	0.00	0.00	0.00	0.00	0.00	29,787.75
ACOD.	ACOD. DE SERVICIOS ESPECIAL	20,340.47	4,031.11	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	0.00	20,340.47
ACOD.	ACOD. DE SERVICIOS ADMINISTRATIVOS	18,558.26	3,228.88	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	18,558.26
COORD.	COORD. GENERAL	17,220.87	11,418.15	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	0.00	17,220.87
COORD.	COORD. GENERAL	17,578.73	1,673.83	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	0.00	17,578.73
ACOD.	ACOD. DE SERVICIOS ADMINISTRATIVOS	22,227.86	2,578.86	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	0.00	22,227.86
ACOD.	ACOD. DE SERVICIOS ADMINISTRATIVOS	18,228.75	2,078.87	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	0.00	18,228.75
SECRET.	SECRETARÍA DEL RECTOR	23,035.23	2,210.30	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	0.00	23,035.23
ACOD.	ACOD. ADMINISTRATIVO	42,566.23	8,820.49	0.00	860.00	0.00	2,400.00	0.00	0.00	0.00	0.00	0.00	0.00	42,566.23



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PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario Base	Salario Neto	Salario Base	Imp. Acad.	Antes Prof.	Antes Serv.	Cargo	Colectivo	Colectivo	Colectivo	Vacaciones	Decimo Cuarto	Total
COORD	COORDINADOR ADMINISTRATIVO	24,418.08	11,835.79	0.00	800.00	0.00	1,000.00	0.00	0.00	0.00	0.00	0.00	24,418.08	24,418.08
SECOB	SECRETARÍA IV	22,208.84	16,772.86	0.00	0.00	0.00	1,000.00	0.00	0.00	0.00	0.00	0.00	22,208.84	22,208.84
ASIST	ASISTENTE	19,208.42	10,544.54	0.00	0.00	0.00	1,000.00	0.00	0.00	0.00	0.00	0.00	19,208.42	19,208.42
COORD	OFICIAL DE INFORMACIÓN	23,787.02	8,594.33	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	23,787.02	23,787.02
JDOCO	JEFE DEPARTAMENTO	46,196.20	12,739.66	0.00	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	46,196.20	46,196.20
BOCO	BOILERPLATEAR	24,204.19	5,045.71	0.00	800.00	0.00	1,071.59	0.00	0.00	0.00	0.00	0.00	24,204.19	24,204.19
DECO	SECRETARÍA	20,820.96	852.54	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	20,820.96	20,820.96
ENCO	CAJERO PAQUET RECEPTOR	20,717.08	2,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	0.00	0.00	0.00	20,717.08	20,717.08
CTOC	CATEDRÁTICO TÍTULO COMPLETO	39,493.02	51,552.29	11,659.55	16,527.44	9,853.55	17,450.38	0.00	290.00	0.00	1,800.00	0.00	39,493.02	54,453.02

L. E. Raúl Delgado
Jefe Departamento de Recursos Humanos

L. E. Carmen Luján
Jefe Departamento de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Bueldos bruto	Bueldos Neto	Bueldos Base	Nivel Acad.	Méritos Prof.	Alms. Soc.	Cajita	Colectivo	Derechos Adquis.	Colectivo 2014	Variaciones	Derechos Ejerc.	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	36,529.37	46,347.71	11,504.65	16,346.51	9,803.95	17,406.98	0.00	250.00	2,387.88	1,800.00	0.00	46,528.98	46,529.37
CT002	CATEDRÁTICO TIEMPO COMPLETO	52,203.30	14,510.82	11,504.65	12,059.84	7,543.02	17,406.98	0.00	250.00	1,589.87	1,800.00	0.00	62,293.26	62,293.30
8004	REINTEGRO AL	22,026.44	8,704.37	0.00	0.00	0.00	1,800.00	0.00	0.00	0.00	0.00	0.00	22,026.44	22,026.44
CT002	CATEDRÁTICO TIEMPO COMPLETO	56,408.51	18,378.09	11,004.65	16,346.51	9,803.86	17,406.98	0.00	250.00	2,336.42	1,800.00	0.00	58,468.51	58,468.51
CT002	CATEDRÁTICO TIEMPO COMPLETO	57,833.63	11,008.53	11,004.65	16,346.51	8,703.49	17,406.98	0.00	250.00	1,819.99	1,800.00	0.00	67,833.63	67,833.63
CT002	CATEDRÁTICO TIEMPO COMPLETO	56,387.82	49,291.37	11,804.65	16,346.51	8,703.49	15,986.05	0.00	250.00	1,697.22	1,800.00	0.00	56,387.82	56,387.82
CE026	JEFTE DE PRÁCTICA DOCENTE (PRESENCIA)	81,717.30	28,498.47	11,804.65	12,059.84	8,703.48	17,406.98	8,123.28	250.00	1,762.14	1,800.00	0.00	81,717.30	81,717.30
CT002	CATEDRÁTICO TIEMPO COMPLETO	49,073.60	23,442.06	11,804.65	16,346.51	8,803.95	17,406.98	0.00	250.00	1,901.71	1,800.00	0.00	59,073.60	59,073.60
CT002	CATEDRÁTICO TIEMPO COMPLETO	83,817.76	32,779.34	11,804.65	16,346.51	12,154.88	17,406.97	0.00	250.00	1,803.82	1,800.00	0.00	83,817.76	83,817.76

C. RAÚL ORTIZ GUTIÉRREZ
JEFE DEL DEPARTAMENTO DE RECURSOS HUMANOS

C. RAÚL ORTIZ GUTIÉRREZ
JEFE DEL DEPARTAMENTO DE RECURSOS HUMANOS

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Bueldos bruto	Bueldos Neto	Bueldos Base	Nivel Acad.	Méritos Prof.	Alms. Soc.	Cajita	Colectivo	Derechos Adquis.	Colectivo 2014	Variaciones	Derechos Ejerc.	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	36,529.37	46,347.71	11,504.65	16,346.51	9,803.95	17,406.98	0.00	250.00	2,387.88	1,800.00	0.00	46,528.98	46,529.37
CT002	CATEDRÁTICO TIEMPO COMPLETO	52,203.30	14,510.62	11,504.65	12,059.84	7,543.02	17,406.98	0.00	250.00	1,589.87	1,800.00	0.00	62,293.26	62,293.30
8004	REINTEGRO AL	22,026.44	8,704.37	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	22,026.44	22,026.44
CT002	CATEDRÁTICO TIEMPO COMPLETO	56,406.51	18,378.09	11,004.65	16,346.51	9,803.86	17,406.98	0.00	250.00	2,336.42	1,800.00	0.00	58,468.51	58,468.51
CT002	CATEDRÁTICO TIEMPO COMPLETO	57,830.63	11,008.53	11,004.65	16,346.51	8,703.49	17,406.98	0.00	250.00	1,819.99	1,800.00	0.00	67,830.63	67,830.63
CT002	CATEDRÁTICO TIEMPO COMPLETO	56,387.82	49,291.37	11,604.65	16,346.51	8,703.49	15,986.05	0.00	250.00	1,697.22	1,800.00	0.00	56,387.82	56,387.82
CE026	JEFTE DE PRÁCTICA DOCENTE (PRESENCIA)	81,717.30	28,498.47	11,604.65	12,059.84	8,703.48	17,406.98	8,123.28	250.00	1,762.14	1,800.00	0.00	81,717.30	81,717.30
CT002	CATEDRÁTICO TIEMPO COMPLETO	49,073.60	23,442.06	11,604.65	16,346.51	8,803.95	17,406.98	0.00	250.00	1,901.71	1,800.00	0.00	59,073.60	59,073.60
CT002	CATEDRÁTICO TIEMPO COMPLETO	83,817.76	32,779.34	11,604.65	16,346.51	12,154.88	17,406.97	0.00	250.00	1,803.82	1,800.00	0.00	83,817.76	83,817.76

Dr. Raúl Ortiz-Arce
Director General de Recursos Humanos

Dr. Raúl Ortiz-Arce
Director General de Recursos Humanos

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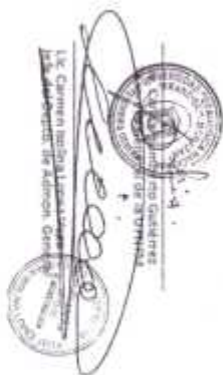
UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE DECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Base	Salario Neto	Salario Base	Neto Asal	Netos Prof.	Alon. Serv.	Cargo	Colectivo	Derivados Alon.	Colectivo 2014	Vacaciones	Pecunia Cuam	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	46,977.91	23,244.21	11,604.65	18,967.44	11,604.42	3,481.40	0.00	0.00	500.00	1,800.00	0.00	40,077.80	46,877.81
CT002	CATEDRÁTICO TIEMPO COMPLETO	57,603.26	28,071.31	11,604.65	18,246.51	8,703.49	17,406.88	0.00	250.00	1,841.53	1,800.00	0.00	57,003.26	67,603.26
CT002	CATEDRÁTICO TIEMPO COMPLETO	63,021.28	31,240.08	11,604.65	18,907.44	12,184.88	17,406.88	0.00	250.00	1,807.23	1,800.00	0.00	63,021.28	63,571.28
CD001	DIRECTOR DE FUNDACIÓN ILPN	81,095.81	68,916.88	11,604.65	12,008.84	8,703.49	17,406.88	27,811.18	205.00	2,218.69	1,800.00	8.00	81,095.81	81,095.81
CD004	COORDINADOR AGENTES RECTORIA	62,478.53	785.88	11,604.65	0.00	9,803.86	17,406.87	19,727.00	200.00	1,873.06	1,800.00	8.00	62,478.53	62,478.53
CD008	SECRETARIO GENERAL	80,949.80	88,055.19	11,604.65	16,246.51	8,703.49	12,765.11	27,811.16	250.00	1,779.68	1,800.00	0.00	80,949.80	80,949.80
CD042	COORDINADOR MEDICINA DEL DEPORTE	69,738.20	23,501.47	11,604.65	16,246.51	12,184.88	17,406.87	6,123.28	250.00	2,121.83	1,800.00	0.00	69,738.20	69,738.20
CT002	CATEDRÁTICO TIEMPO COMPLETO	55,373.35	23,503.18	11,604.65	16,246.51	8,803.35	15,006.05	0.00	250.00	824.19	1,800.00	0.00	55,373.35	56,373.35
CT002	CATEDRÁTICO TIEMPO COMPLETO	40,314.90	42,619.57	11,604.65	18,507.44	11,604.42	17,406.88	0.00	250.00	1,661.41	1,800.00	0.00	40,314.90	42,314.90


Nº. 1650/2015
Vice Director General


L.C. Carmen Cecilia López López
Directora General de Admisión y Registro

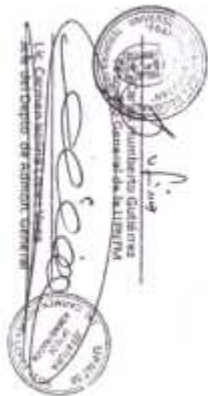


UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORÁN
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Dinero Bruto	Sueldo Neto	Sueldo Base	Misal Anual	Mensual Procl	Alm. Serv.	Cargos	Colectivo	Omnibus Anual	Colectivo 2014	Vacaciones	Incentivo Económico	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	53,983.13	49,028.83	11,604.65	18,587.44	7,343.02	12,788.32	0.00	250.00	1,452.30	1,800.00	0.00	51,081.12	53,983.13
CT002	CATEDRÁTICO TIEMPO COMPLETO	51,181.50	46,820.17	11,604.65	12,068.84	6,382.56	17,406.58	0.00	250.00	1,648.42	1,800.00	0.00	51,181.50	51,181.50
CD036	JEFE DE TALENTO DE METALES	61,858.93	27,303.13	11,604.65	12,068.84	8,753.49	17,406.58	8,173.26	250.00	1,511.71	1,800.00	0.00	61,858.93	61,858.93
CT002	CATEDRÁTICO TIEMPO COMPLETO	58,275.14	50,746.35	11,604.65	16,340.51	6,382.56	17,406.58	0.00	250.00	1,504.44	1,800.00	0.00	58,275.14	58,275.14
CD002	DIRECTOR/INVESTIGADOR INDOCE	90,688.00	61,722.09	11,604.65	18,346.51	11,024.42	17,406.58	30,172.08	250.00	2,184.85	1,800.00	0.00	90,688.00	90,688.00
CT002	CATEDRÁTICO TIEMPO COMPLETO	52,713.43	25,427.90	11,604.65	12,068.84	8,703.49	17,406.58	0.00	250.00	879.47	1,800.00	0.00	52,713.43	52,713.43
CT002	CATEDRÁTICO TIEMPO COMPLETO	53,579.84	26,782.23	11,604.65	12,068.84	8,703.49	17,406.58	0.00	250.00	1,745.88	1,800.00	0.00	53,579.84	53,579.84
CD001	RECTORIA	98,340.85	84,091.72	11,604.65	16,346.51	9,903.55	17,406.58	39,455.81	250.00	1,712.80	1,800.00	0.00	98,340.85	98,340.85
CD011	JEFE DEPTO RECURSOS HUMANOS	70,250.57	62,942.48	11,604.65	12,068.84	8,703.49	17,406.58	16,826.74	250.00	1,588.87	1,800.00	0.00	70,250.57	70,250.57





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Imp. Acad.	Imp. Prof.	Alim. Serv.	Cargo	Colectivo	Colectivo Adm.	Colectivo 2014	Variaciones	Ocultos Cuanto	Total
COORDINADOR	DIRECCIÓN EJECUTIVA CENTRO UNIV. SIN ROLLO CORRIENTE	84,835.99	71,445.21	11,804.55	10,246.51	8,703.49	17,405.86	20,690.70	250.00	2,137.66	1,800.00	0.00	84,841.00	84,835.99
CT002	CATEDRÁTICO TIEMPO COMPLETO	56,441.03	38,747.83	11,804.80	10,246.51	7,543.02	17,405.87	0.00	250.00	1,800.00	1,800.00	0.00	56,441.03	56,441.03
CT002	CATEDRÁTICO TIEMPO COMPLETO	55,423.83	31,319.27	11,804.85	12,098.84	8,703.49	17,405.86	0.00	250.00	1,800.00	1,800.00	0.00	55,423.84	55,423.83
CT002	CATEDRÁTICO TIEMPO COMPLETO	48,887.27	41,054.07	11,804.65	10,246.51	8.00	17,405.87	0.00	250.00	1,379.54	1,800.00	0.00	48,887.26	48,887.27
CT003	CATEDRÁTICO TIEMPO COMPLETO	33,411.73	33,548.82	11,804.60	12,098.84	8,703.49	17,405.86	0.00	250.00	1,877.77	1,800.00	0.00	33,411.74	33,411.73
CT003	CATEDRÁTICO TIEMPO COMPLETO	34,563.89	42,303.53	11,804.65	10,246.51	9,883.99	17,405.86	0.00	250.00	1,781.80	1,800.00	0.00	34,563.90	34,563.89
CT003	CATEDRÁTICO TIEMPO COMPLETO	49,237.02	44,802.72	11,804.65	10,246.51	7,543.02	10,444.19	0.00	250.00	1,348.03	1,800.00	0.00	49,237.02	49,237.02
CT003	CATEDRÁTICO TIEMPO COMPLETO	56,453.97	70,873.50	11,804.65	10,246.51	7,543.02	17,405.86	0.00	250.00	1,002.81	1,800.00	0.00	56,453.98	56,453.97
CT007	CATEDRÁTICO TIEMPO COMPLETO	82,761.67	23,810.26	11,804.65	10,246.51	8,703.49	17,405.87	0.00	250.00	1,750.09	1,800.00	0.00	82,761.68	82,761.67

Dr. Miguel Ángel...
Vice Rector...

Dr. Miguel Ángel...
Vice Rector...



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Mejor Acad.	Antes Prof.	Antes Sere	Cargos	Comobiv	Supervisión Adm.	Colectivo 2014	Vacaciones	Incentivo Cuanto	Total
CT000	CATEDRATICO TIEMPO COMPLETO	56,183.91	54,170.07	11,604.65	18,567.44	7,543.02	17,466.98	0.00	296.00	2,011.82	1,800.00	0.00	59,163.82	56,183.91
CT002	CATEDRATICO TIEMPO COMPLETO	35,006.24	31,229.44	11,604.65	12,093.84	9,863.50	17,466.98	0.00	296.00	2,011.82	1,800.00	0.00	59,006.24	35,006.24
CT003	CATEDRATICO TIEMPO COMPLETO	56,098.53	48,847.30	11,604.65	18,248.51	9,863.50	17,466.98	0.00	296.00	1,817.44	1,800.00	0.00	59,098.53	56,098.53
CT002	CATEDRATICO TIEMPO COMPLETO	56,646.12	38,396.22	11,604.65	18,248.51	7,543.02	17,466.98	0.00	296.00	1,794.96	1,800.00	0.00	56,646.12	56,646.12
CD016	JEFE DEPARTAMENTO ANTE	58,598.51	15,179.45	11,604.65	12,093.84	7,543.02	8,173.26	18,826.74	0.00	620.00	1,800.00	0.00	58,598.51	58,598.51
CT002	CATEDRATICO TIEMPO COMPLETO	53,391.56	35,867.84	11,604.65	18,567.44	7,543.02	12,265.12	0.00	296.00	861.30	1,800.00	0.00	53,391.56	53,391.56
CT002	CATEDRATICO TIEMPO COMPLETO	62,158.11	30,296.86	11,604.65	12,093.84	7,543.02	17,466.98	0.00	296.00	1,485.62	1,800.00	0.00	62,158.11	62,158.11
CD004	DIRECTOR DE EXTENSION	77,435.84	56,707.29	11,604.65	18,567.44	8,703.49	15,086.04	19,727.91	296.00	1,891.38	1,800.00	0.00	77,435.84	77,435.84
CD-168	COORDINADOR ARTISTICO	18,240.00	4,816.20	11,604.65	0.00	0.00	0.00	3,433.35	0.00	0.00	1,200.00	0.00	18,240.00	18,240.00

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Antes Pagar	Antes Serv.	Cargo	Colectivo	Percepción Adquir.	Colectivo 2014	Vencimiento	Percepción Cuarta	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	41.673.10	10.312.24	11.804.65	12.008.04	0.00	10.046.65	0.00	250.00	1803.56	1.800.00	0.00	41.673.10	-41.673.10
CT002	CATEDRÁTICO TIEMPO COMPLETO	58.979.41	53.370.80	11.804.65	16.246.51	9.863.06	17.406.97	0.00	250.00	1.807.23	1.800.00	0.00	13.434.19	58.979.41
CT002	CATEDRÁTICO TIEMPO COMPLETO	58.981.13	33.160.24	11.804.00	18.867.44	8.703.49	17.405.04	0.00	250.00	1.818.57	1.800.00	0.00	58.981.13	58.981.13
CT007	ARTE OFICIO PROTOCOLO Y CEREMONIA	83.377.01	42.662.27	11.804.65	12.008.64	8.282.50	12.165.17	16.825.74	250.00	1.815.11	1.800.00	0.00	83.377.01	83.377.01
IN002	INSTITUCIÓN	17.547.81	7.890.99	11.804.65	0.00	0.00	3.481.40	0.00	0.00	861.79	1.800.00	0.00	17.547.81	17.547.81
CT002	CATEDRÁTICO TIEMPO COMPLETO	63.270.02	18.626.04	11.804.65	16.246.51	7.543.67	19.088.65	0.00	250.00	1.228.79	1.800.00	0.00	63.270.02	63.270.02
CT002	CATEDRÁTICO TIEMPO COMPLETO	91.560.51	30.918.19	11.804.65	16.246.51	7.543.02	12.785.11	0.00	250.00	1.284.22	1.800.00	0.00	91.560.51	91.560.51
CD009	ASISTENTE TECNOLÓGICO VIVIENDA	69.389.52	27.560.26	11.804.65	16.246.51	8.663.96	12.785.11	15.096.09	250.00	1.773.25	1.800.00	0.00	69.389.52	69.389.52
CT002	CATEDRÁTICO TIEMPO COMPLETO	53.722.16	44.078.86	11.804.65	16.246.51	7.543.02	18.096.09	0.00	125.00	716.83	1.800.00	0.00	53.722.16	53.722.16

L.C. Raúl Octavio Quintana
Módulo Directivo de Recursos Humanos

L.C. Edmundo Quintana
Módulo Directivo de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Categoría	Descripción	Salario Básico	Salario Medio	Salario Base	Nivel Acad.	Servicios Priv.	Mód. Serv.	Cargos	Colectiva	Quincena Antic.	Colectivo 2014	Vacaciones	Quincena Antic.	Total
CT009	CATEDRÁTICO TIEMPO COMPLETO	86,313.19	31,505.52	11,504.65	15,246.51	7,543.02	17,406.88	0.00	250.00	1,462.00	1,800.00	0.00		86,313.19
CT009	JEFE DE SECCIÓN DE NATURALES	68,000.11	42,043.99	11,504.65	12,208.84	8,703.49	10,444.18	11,504.65	250.00	1,504.30	1,800.00	0.00		68,000.11
CT000	CATEDRÁTICO TIEMPO COMPLETO	96,000.77	20,798.41	11,504.65	18,887.44	8,703.49	19,086.05	0.00	250.00	969.14	1,800.00	0.00		96,000.77
CT000	CATEDRÁTICO TIEMPO COMPLETO	46,100.52	33,814.22	11,504.65	12,208.84	6,282.36	12,765.11	0.00	250.00	1,318.36	1,800.00	0.00		46,100.52
CT000	CATEDRÁTICO TIEMPO COMPLETO	42,509.52	17,231.78	11,504.65	12,208.84	7,543.02	8,172.30	0.00	250.00	1,209.79	1,800.00	0.00		42,509.52
BR000	BRIL. CATECISMO I	27,811.00	11,118.30	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00		27,811.00
CE000	DIRECTOR DE SERVICIOS ESTUDIANTILES	77,840.64	70,453.03	11,504.65	18,246.51	8,703.49	17,406.88	19,272.91	250.00	2,107.10	1,800.00	0.00		77,840.64
CT000	CATEDRÁTICO TIEMPO COMPLETO	84,238.87	33,037.80	11,504.65	16,246.51	7,543.02	15,086.05	0.00	250.00	1,608.44	1,800.00	0.00		84,238.87
CT000	ASISTENTE TÉCNICO	58,513.24	22,450.06	11,504.65	16,246.51	7,543.02	8,172.30	12,184.84	0.00	1,012.82	1,800.00	0.00		58,513.24

L.C. HUMBERTO QUINTANILLA
Jefe del Departamento de Recursos Humanos
Vicerrector Académico

L.C. HUMBERTO QUINTANILLA
Jefe del Departamento de Recursos Humanos
Vicerrector Académico



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGOS MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Derivado Prof.	Años Serv.	Campo	Colación	Derivado Académ.	Colación 25%	Vacaciones	Director Clínico	Total
CT002	CATEDRANTE TIEMPO COMPLETO	26,863.57	21,394.32	11,504.65	12,208.34	6,382.55	3,481.40	0.00	129.00	621.12	1,600.00	0.00	21,843.86	38,963.87
CT002	CATEDRANTE TIEMPO COMPLETO	53,645.94	37,514.00	11,504.65	19,667.44	7,543.02	12,215.11	0.00	210.00	1,319.35	1,800.00	0.00	43,840.04	83,849.39
CM003	CONTADOR I	21,685.36	7,547.01	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	21,685.36	21,685.36
CM001	ASISTENTE TÉCNICO	62,811.48	48,489.85	11,504.65	16,248.51	8,703.49	10,444.15	22,154.88	250.00	1,877.77	1,800.00	0.00	62,811.48	62,811.48
CM001	OFICIAL ADMINISTRATIVO	24,542.58	17.87	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	24,542.58	24,542.58
CT002	CATEDRANTE TIEMPO COMPLETO	38,520.14	30,207.03	11,504.65	12,208.34	6,382.55	5,662.33	0.00	0.00	861.75	1,800.00	0.00	38,520.14	38,520.14
SE003	SECRETARÍA I	20,800.26	22.00	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	20,800.26	20,800.26
MO002	MÉDICO OCUPACIONAL	34,462.69	16,595.36	0.00	852.58	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	34,462.69	34,462.69
CM003	CONTADOR I	67,289.49	28,590.82	11,504.65	16,248.51	8,703.49	10,444.15	16,826.74	250.00	1,409.92	1,800.00	0.00	67,289.49	67,289.49

L.C. Rafael Ochoa Toranzo
Jefe Departamento de Recursos Humanos

L.C. Guadalupe Estrella
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORUA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario base	Salario fijo	Salario base	Nivel Acad.	Metas fijas	Atus Serv.	Carga	Colectivo	Derechos Adquis.	Colectivo 2014	Vacaciones	Derechos Cuotas	Total
CT002	CATEGORICO TIEMPO COMPLETO	48,777.12	24,802.59	11,804.65	16,246.51	7,545.02	10,444.19	0.00	250.00	1,838.75	1,800.00	0.00	48,777.12	48,777.12
EC002	SECRETARIA I	18,845.52	8,509.70	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	18,845.52	18,845.52
CT002	CATEGORICO TIEMPO COMPLETO	48,625.53	42,474.88	11,804.65	16,246.51	6,382.26	12,705.11	0.00	250.00	576.70	1,800.00	0.00	48,625.53	48,625.53
CT002	CATEGORICO TIEMPO COMPLETO	47,242.20	24,774.97	11,804.65	16,246.51	6,382.26	10,444.19	0.00	250.00	314.60	1,800.00	0.00	47,242.20	47,242.20
CT002	CATEGORICO TIEMPO COMPLETO	50,341.57	26,728.43	11,804.65	16,246.51	8,702.49	10,444.19	0.00	250.00	1,292.73	1,800.00	0.00	50,341.57	50,341.57
CT002	CATEGORICO TIEMPO COMPLETO	32,774.42	8,313.19	11,804.65	16,246.51	6,382.26	1,740.79	0.00	0.00	0.00	1,800.00	0.00	32,774.42	32,774.42
CP002	OFICIAL DE PERSONAL	26,002.00	2,914.20	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	26,002.00	26,002.00
CT002	CATEGORICO TIEMPO COMPLETO	44,501.16	34,487.86	11,804.65	12,028.84	6,382.26	12,705.11	0.00	0.00	280.00	1,800.00	0.00	44,501.16	44,501.16
CM002	OFICIAL ADMINISTRATIVO II	22,158.12	2,348.71	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,158.12	22,158.12

L.C. Raúl Octavio Tarrón Domínguez
Jefe Departamento de Recursos Humanos

L.C. Carmen Teresa López Vela
Jefe del Departamento de Administración General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Inter Acum.	Intereses Prol.	Abon. Serv.	Cargas	Colectivos	Derechos Adjudic.	Colectivos 2014	Valuaciones	Derechos Cuantit.	Total
AYUD.	AYUDANTE DE MANTENIMIENTO	17,208.50	1,188.61	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,208.50	17,208.50
ACOD.	ASISTENTE	36,903.14	5,269.28	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	31,003.14	31,003.14
CD114	SECRETARIO DEPARTAMENTO NATURALES	51,207.50	43,087.80	11,004.55	16,246.51	7,543.02	8,123.26	11,024.42	0.00	945.64	1,800.00	0.00	67,287.50	67,287.50
CD061	JEFE DEPARTAMENTO MATEMÁTICAS	14,405.11	54,232.42	11,004.55	16,246.51	7,543.02	10,444.19	16,026.74	0.00	0.00	1,800.00	0.00	66,403.17	66,403.17
CD069	CATEDRÁTICO A MEDIO TIEMPO	18,107.08	1,427.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,107.08	18,107.08
CD069	CATEDRÁTICO A MEDIO TIEMPO COMPLETO	44,001.47	29,530.88	11,004.55	16,246.51	6,382.56	10,444.19	0.00	250.00	1,343.16	1,800.00	0.00	46,091.46	46,091.46
CD069	CATEDRÁTICO TIEMPO COMPLETO	66,398.86	44,076.54	11,004.55	16,246.51	7,543.02	17,406.97	0.00	250.00	1,534.70	1,800.00	0.00	94,044.34	94,044.34
BE002	DECEMTERIA I	18,611.16	0.00	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	18,611.16	18,611.16
CD069	CATEDRÁTICO TIEMPO COMPLETO	32,817.58	40,481.65	11,004.55	12,068.84	6,382.56	5,602.32	0.00	0.00	188.22	1,800.00	0.00	51,435.57	51,435.57

Lic. Raúl Cordero Viqueza
Jefe del Departamento de Recursos Humanos

Lic. Carlos Rodríguez López
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Imp. Acad.	Méritos Profr.	Alm. Surv.	Cargos	Colectivos	Derechos Admón.	Colectivo 2014	Vacaciones	Otros Cuantía	Total
CD003	COORDINADOR DEPARTAMENTO DE RECURSOS HUMANOS	22,483.30	8,294.01	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	27,483.30	22,483.30
AD000	ASISTENTE ADMINISTRATIVO	19,078.32	8,184.38	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	19,078.32	19,078.32
CD006	VICEDIRECTOR(A) ACADÉMICO(A)	84,021.68	44,723.64	11,604.65	10,248.51	8,683.38	10,444.19	32,493.02	290.00	1,319.36	1,805.00	0.00	84,021.68	84,021.68
CT002	CATEDRÁTICO TIEMPO COMPLETO	59,878.75	27,091.83	11,804.65	10,248.51	9,883.95	10,080.09	0.00	250.00	1,564.66	1,805.00	0.00	59,878.75	59,878.75
CT003	CATEDRÁTICO TIEMPO COMPLETO	80,388.78	18,202.68	11,804.65	10,248.51	8,703.49	10,444.19	0.00	250.00	1,538.82	1,805.00	0.00	80,388.78	80,388.78
CT002	CATEDRÁTICO TIEMPO COMPLETO	48,381.14	38,273.84	11,804.65	10,248.51	7,543.20	10,444.19	0.00	250.00	1,073.78	1,805.00	0.00	48,381.14	48,381.14
AE000	AGENCIADORIA	17,095.04	10,872.21	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,095.04	17,095.04
AZ003	ADJUNTO	27,515.96	128.88	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	27,515.96	27,515.96
AE002	JEFE DE SECCION	32,387.78	1,082.28	0.00	1,200.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	32,387.78	32,387.78

Lic. Rafael Octavio García
Jefe Departamento de Recursos Humanos

Lic. Carmen Leticia García
Jefe Departamento de Admón. General



UNIVERSIDAD TECNOLÓGICA NACIONAL - FORTALECIMIENTO HUMANO
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Méritos Prof.	Antes Serv.	Cargo	Colectivo	Derechos Adicte	Colectivo 2014	Vacaciones	Prestes Cuanto	Total
CD007	DIRECTOR EJECUTIVO CENTRO UNIV CIENCIAS EXACTAS	84.270,86	58.936,67	11.504,55	18.246,51	8.703,49	17.406,16	26.695,70	270,00	1.570,33	1.800,00	0,00	61.751,86	84.270,86
CD002	CONSEJAL	17.545,52	14.778,96	0,00	0,00	0,00	1.200,00	0,00	0,00	0,00	0,00	0,00	17.545,52	17.545,52
CT002	CATEDRÁTICO TIEMPO COMPLETO	48.012,90	36.306,05	17.504,55	18.246,51	7.543,02	18.644,19	0,00	250,00	1.124,53	1.800,00	0,00	45.010,00	48.012,90
SE003	SECRETARÍA II	21.204,42	18.780,71	0,00	800,00	0,00	1.200,00	0,00	0,00	0,00	0,00	0,00	21.204,42	21.204,42
CD002	CONSEJAL	22.231,36	1.960,45	0,00	800,00	0,00	1.200,00	0,00	0,00	0,00	0,00	0,00	22.231,36	22.231,36
CD002	CONSEJAL	16.591,78	2.406,72	0,00	0,00	0,00	1.200,00	0,00	0,00	0,00	0,00	0,00	16.591,78	16.591,78
TE002	TRANSCRIPTOR DE DATOS	18.827,59	11.394,71	0,00	0,00	0,00	1.200,00	0,00	0,00	0,00	0,00	0,00	18.827,59	18.827,59
CD002	CONSEJAL	18.238,88	7.834,87	0,00	0,00	0,00	1.200,00	0,00	0,00	0,00	0,00	0,00	18.238,88	18.238,88
CD009	ASISTENTE TECNOLÓGICO VINC	66.138,21	43.773,25	11.504,55	18.246,51	7.543,02	18.444,19	15.000,00	0,00	7.200,47	1.800,00	0,00	65.138,21	66.138,21



Lic. Raúl Octavio Turiansky
Jefe Depto. De Recursos Humanos



Lic. Carolina Escobar Latorre
Jefe del Depto. de Admón. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Nivel Acad.	Multas Prof.	Años Serv.	Cargo	Colectivo	Orenciales Adquir.	Colectivos 2014	Vacaciones	Percepciones Cuarta	Total
SECRETARÍA I		17,295.33	3,004.22	0.00	8.50	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,295.34	17,295.33
CT002	CATEGORICO TIEMPO COMPLETO	31,073.61	47,134.09	11,604.86	12,008.84	6,382.56	17,404.88	0.00	296.00	1,592.58	1,800.00	0.00	31,073.61	51,073.61
CT003	CATEGORICO TIEMPO COMPLETO	44,090.16	7,882.06	11,604.86	12,008.84	6,382.56	10,444.19	0.00	296.00	1,539.32	1,800.00	0.00	44,090.16	64,090.16
CD015	SECRETARÍA I LETRAS	48,264.88	16,502.46	11,604.86	12,008.84	0.00	10,444.19	11,604.42	296.00	1,072.79	1,800.00	0.00	48,264.88	68,264.88
CT003	CATEGORICO A MEDIO TIEMPO	18,087.22	17,201.34	5,802.33	6,123.26	3,191.28	870.26	0.00	0.00	0.00	900.00	0.00	18,087.22	18,087.22
CT002	CATEGORICO TIEMPO COMPLETO	58,429.37	94,605.87	11,604.86	18,967.44	7,543.02	17,404.88	0.00	0.00	1,607.28	1,800.00	0.00	58,429.37	78,429.37
CT002	CATEGORICO TIEMPO COMPLETO	51,073.70	13,226.07	11,604.86	12,008.84	6,382.56	17,404.88	0.00	296.00	1,566.02	1,800.00	0.00	51,073.70	61,073.70
CD015	JEFE DE TALLER DE ELECTRICIDAD	63,618.44	42,888.18	11,604.86	16,246.51	4,302.56	17,404.88	6,123.26	296.00	1,804.48	1,800.00	0.00	63,618.44	83,618.44
CT002	CATEGORICO TIEMPO COMPLETO	43,504.84	31,186.13	11,604.86	16,246.51	4,302.56	5,002.33	0.00	296.00	1,638.79	1,800.00	0.00	43,504.84	63,504.84


L. E. Raúl Castro
Mtro. Director General
Vice Rector


L. E. Cirilo Rodríguez
Mtro. Director General
Vice Rector



PLANILLA DE PAGO MES DE JUNIO DEL 2015

Código	Descripción	Unidad de Medida	Cantidad	Valor Unitario	Valor Total	Costo	Costo Unitario	Costo Total	Beneficio	Beneficio Unitario	Beneficio Total
C0001	CONCRETO	m³	10.00	120.00	1200.00	80.00	800.00	400.00	80.00	800.00	400.00
C0002	ACERO	kg	50.00	2.50	125.00	15.00	750.00	625.00	15.00	750.00	625.00
C0003	ALBAÑILERÍA	m²	20.00	15.00	300.00	10.00	200.00	100.00	10.00	200.00	100.00
C0004	MADERA	m³	5.00	40.00	200.00	25.00	125.00	75.00	25.00	125.00	75.00
C0005	TEJADO	m²	15.00	20.00	300.00	12.00	180.00	120.00	12.00	180.00	120.00
C0006	PAVIMENTO	m²	30.00	10.00	300.00	6.00	180.00	120.00	6.00	180.00	120.00
C0007	ALUMINIO	kg	10.00	3.00	30.00	1.50	15.00	15.00	1.50	15.00	15.00
C0008	VIDRIO	m²	5.00	25.00	125.00	10.00	50.00	75.00	10.00	50.00	75.00
C0009	PUERTAS	kg	2.00	10.00	20.00	5.00	10.00	10.00	5.00	10.00	10.00
C0010	VENTANAS	kg	3.00	15.00	45.00	7.50	22.50	22.50	7.50	22.50	22.50
C0011	BAÑOS	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0012	KITCHEN	kg	2.00	10.00	20.00	5.00	10.00	10.00	5.00	10.00	10.00
C0013	SANITARIOS	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0014	ALUMINIO	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0015	VIDRIO	m²	1.00	25.00	25.00	10.00	10.00	15.00	10.00	10.00	10.00
C0016	PUERTAS	kg	1.00	10.00	10.00	5.00	5.00	5.00	5.00	5.00	5.00
C0017	VENTANAS	kg	1.00	15.00	15.00	7.50	7.50	7.50	7.50	7.50	7.50
C0018	BAÑOS	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0019	KITCHEN	kg	1.00	10.00	10.00	5.00	5.00	5.00	5.00	5.00	5.00
C0020	SANITARIOS	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0021	ALUMINIO	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0022	VIDRIO	m²	1.00	25.00	25.00	10.00	10.00	15.00	10.00	10.00	10.00
C0023	PUERTAS	kg	1.00	10.00	10.00	5.00	5.00	5.00	5.00	5.00	5.00
C0024	VENTANAS	kg	1.00	15.00	15.00	7.50	7.50	7.50	7.50	7.50	7.50
C0025	BAÑOS	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0026	KITCHEN	kg	1.00	10.00	10.00	5.00	5.00	5.00	5.00	5.00	5.00
C0027	SANITARIOS	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0028	ALUMINIO	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0029	VIDRIO	m²	1.00	25.00	25.00	10.00	10.00	15.00	10.00	10.00	10.00
C0030	PUERTAS	kg	1.00	10.00	10.00	5.00	5.00	5.00	5.00	5.00	5.00
C0031	VENTANAS	kg	1.00	15.00	15.00	7.50	7.50	7.50	7.50	7.50	7.50
C0032	BAÑOS	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0033	KITCHEN	kg	1.00	10.00	10.00	5.00	5.00	5.00	5.00	5.00	5.00
C0034	SANITARIOS	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0035	ALUMINIO	kg	1.00	5.00	5.00	2.50	2.50	2.50	2.50	2.50	2.50
C0036	VIDRIO	m²	1.00	25.00	25.00	10.00					

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2013

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Cargo	Descripción	Saldo Bruto	Saldo Neto	Saldo Base	Saldo Acum.	Montos Prol.	Alus Serv.	Cargo	Coactivo	Demerito Adquis.	Coactivo 2014	Vencimiento	Demerito Cumul.	Total
ÁREA DE SECCIÓN DE EDUCACIÓN														
CT103	FÍSICA	58,344.87	53,195.87	11,604.65	16,246.51	7,543.02	6,123.26	11,604.65	250.00	1,672.78	1,800.00	0.00	51,344.86	58,344.87
TR000	TRANSCRITOR DE DATOS	22,604.12	5,108.25	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	22,604.12	22,604.12
CT102	CATEDRÁTICO TIEMPO COMPLETO	45,943.94	26,808.17	11,604.65	12,068.84	8,703.49	10,444.19	0.00	250.00	1,672.78	1,800.00	0.00	41,302.04	45,943.94
TR000	TELEFONISTA	17,342.78	7,543.02	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,342.78	17,342.78
CT063	ANÁLISIS DE REPARTIMIENTO TÉCNICO ALM. TER.	61,426.17	37,813.80	11,604.65	12,068.84	7,543.02	10,444.19	16,825.74	250.00	868.72	1,800.00	0.00	61,426.16	61,426.17
CT100	CATEDRÁTICO TIEMPO COMPLETO	48,205.07	8,272.84	11,604.65	16,246.51	7,543.02	10,444.19	0.00	0.00	566.70	1,800.00	0.00	48,205.06	48,205.07
CT100	CATEDRÁTICO TIEMPO COMPLETO	43,814.42	21,423.26	11,604.65	12,068.84	6,382.56	10,444.19	0.00	250.00	1,264.18	1,800.00	0.00	43,814.42	43,814.42
CO002	DECANO FACULTAD DE HUMANIDADES	79,379.82	57,022.71	11,604.65	16,246.51	8,703.49	15,046.05	24,269.78	250.00	1,315.26	1,800.00	0.00	67,779.84	79,379.82
CT102	CATEDRÁTICO TIEMPO COMPLETO	28,192.91	20,537.92	11,604.65	16,246.51	0.00	8,723.20	0.00	250.00	638.46	1,800.00	0.00	28,192.90	28,192.91

Lic. Raúl Osorio, J. de Recursos Humanos
M. de Recursos Humanos

Lic. Roberto Morales, J. de Recursos Humanos
M. de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Base	Salario Més	Salario Base	Novel Anual	Marilla Final	Alcos Sery	Cargo	Coactivo	Quemich Adquis	Coactivo 2014	Valuaciones	Quemich Cuent	Total
CT001	CATEDRATICO TIEMPO COMPLETO	46,500.88	22,540.56	11,604.65	16,246.51	7,541.02	8,123.76	0.00	0.00	1,163.44	1,800.00	0.00	40,000.88	46,500.88
CT002	CATEDRATICO TIEMPO COMPLETO	48,139.52	24,302.25	11,804.65	16,587.44	8,803.95	9,402.33	0.00	0.00	901.19	1,800.00	0.00	40,110.52	48,139.52
EE003	SECRETARIA II	20,834.60	3,794.52	0.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	17,262.17	20,834.60
CT000	CATEDRATICO TIEMPO COMPLETO	54,707.25	29,925.13	11,604.65	16,246.51	8,382.96	17,401.00	0.00	0.00	1,298.55	1,800.00	0.00	54,717.20	54,707.25
CT003	CATEDRATICO A MEDIO TIEMPO	24,979.67	17,241.52	5,802.33	8,283.73	3,771.51	5,272.18	0.00	0.00	9.06	900.00	0.00	24,079.66	24,979.67
CT002	CATEDRATICO TIEMPO COMPLETO	49,982.27	26,177.46	11,804.65	16,246.51	8,703.49	10,444.18	0.00	0.00	1,182.44	1,800.00	0.00	48,302.20	49,982.27
CO006	JEFE DEPARTAMENTO TECNICA INDUSTRIAL	60,992.52	50,380.93	11,804.65	16,246.51	7,541.02	10,444.18	0.00	0.00	1,129.43	1,800.00	0.00	60,593.10	60,992.52
AV001	AYUDANTE DE MANTENIMIENTO	17,148.25	2,427.18	0.00	0.00	0.00	1,600.00	0.00	0.00	0.00	0.00	0.00	17,148.25	17,148.25
AM002	AYUDANTE DE MANTENIMIENTO I	16,743.03	2,316.75	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	16,743.03	16,743.03

L.C. Raúl Osorio Torres
Módulo de Recursos Humanos

L.C. Carmen Lidia López Viquez
Módulo de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Imped. Acad.	México Priv.	Año Sere.	Cargo	Colectiva	Indicador	Colectiva	Vacaciones	Declaro Cuentu	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	96,179.15	37,309.34	11,604.80	18,246.51	7,543.02	17,406.80	0.00	0.00	1,577.99	1,800.00	0.00	96,179.15	56,579.15
CD001	ASISTENTE TÉCNICO	61,718.81	39,443.91	11,604.80	18,246.51	8,703.49	10,444.18	12,194.88	0.00	754.30	1,000.00	0.00	56,597.70	61,718.81
CO018	SECRETARIO DEPARTAMENTO EDUCACIÓN PÚBLICA	17,874.43	34,579.13	11,604.80	18,246.51	6,382.50	10,444.18	11,004.42	0.00	0.00	1,800.00	0.00	61,787.42	67,874.43
CT002	CATEDRÁTICO TIEMPO COMPLETO	46,882.02	27,135.43	11,604.80	18,246.51	7,543.02	8,173.26	0.00	0.00	1,364.09	1,800.00	0.00	46,882.02	46,882.02
SA002	SECRETARIA I	16,391.98	2,803.54	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	16,391.98	16,391.98
TE002	TELEFONO	51,345.12	8,787.00	0.00	800.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	51,345.12	51,345.12
SE002	SECRETARIA IV	22,079.18	9,415.36	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	22,079.18	22,079.18
JO002	JEFE DEPARTAMENTO	46,029.92	77,238.38	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	46,029.92	46,029.92
SE002	SECRETARIA IV	21,649.04	7,686.96	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	21,649.04	21,649.04

L.E. Jorge Alberto Alvarado Villalón
Vice Rector Académico

L.E. Carmen Rodríguez
Jefe del Departamento de Recursos Humanos



PLANTILLA DE PAGO MES DE JUNIO DEL 2015

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Mr. Jorge Alberto Alvarez Mora
Vice Rector Académico






UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario Base	Salario Neto	Salario Base	Salario Acum.	Salario Fija	Salario Variable	Cargo	Coeficiente	Coeficiente Adicional	Coeficiente 2014	Vacaciones	Indicador Cuarta	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	45,508.86	32,878.21	11,804.85	12,008.86	8,382.96	12,705.11	0.00	0.00	1,287.80	1,800.00	0.00	45,508.86	45,508.86
CO118	SECRETARIO DEPARTAMENTO EDUCACION FÍSICA	56,341.86	38,010.30	11,804.85	10,248.51	8,863.95	8,802.33	11,024.42	0.00	0.00	1,800.00	0.00	56,341.86	56,341.86
CO092	VICE DECANO FACULTAD HUMANIDADES	67,980.48	48,348.07	11,804.85	10,248.51	8,863.49	10,444.18	17,987.21	0.00	1,183.44	1,800.00	0.00	67,980.48	67,980.48
CO091	ASISTENTE TÉCNICO	53,250.37	19,251.18	11,804.85	12,008.86	6,382.69	8,123.26	12,184.48	0.00	1,041.12	1,800.00	0.00	53,250.37	53,250.37
CO095	JEFE DEPARTAMENTO LETRAS	63,304.64	34,090.96	11,804.85	18,567.44	8,703.49	8,802.32	16,826.74	0.00	0.00	1,800.00	0.00	63,304.64	63,304.64
CO119	SECRETARIO DEPARTAMENTO CIENCIAS EDUCACION	53,381.83	44,738.32	11,804.85	18,248.51	8,382.56	8,802.33	11,024.42	0.00	521.16	1,800.00	0.00	53,381.83	53,381.83
SE002	SECRETARIA I	20,818.42	13,425.83	0.00	808.00	0.00	800.00	0.00	0.00	0.00	8.00	0.00	20,818.42	20,818.42
CT002	CATEDRÁTICO TIEMPO COMPLETO	42,323.27	26,346.71	11,804.85	12,008.86	8,883.89	8,802.33	8.00	0.00	1,183.44	1,800.00	0.00	42,323.27	42,323.27
CT002	CATEDRÁTICO TIEMPO COMPLETO	45,773.81	26,796.08	11,804.85	18,248.51	7,543.02	8,123.26	0.00	0.00	456.17	1,800.00	0.00	45,773.81	45,773.81

Lic. Raul Oscar Gutierrez
Jefe Centro de Asesorías
Vice Rector Académico

Lic. Carmen Encarnación Vique
Jefe del Depto. de Asesor. Gen. de la UPRHS



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Inter Pasal	Salario Prima	Adm. Serv.	Cargos	Collectiva	Corrección Anual	Colectivo 2014	Valuaciones	Declaro Cuentas	Total
CD001	AGENTE TECNICO	54.620.92	43.988.74	11.604.63	16.246.91	8.382.56	5.802.22	12.194.88	0.00	0.00	1.860.00	0.00	54.109.02	54.109.02
CD154	APPE DE RECCTO MT. MALLINALES	48.482.84	7.483.30	11.604.63	12.268.84	3.20	8.173.26	11.604.63	0.00	1.291.44	1.860.00	0.00	48.482.84	48.482.84
CT002	CATEDRATICO TIEMPO COMPLETO	91.246.09	27.285.55	11.604.63	16.246.91	7.543.09	12.715.12	0.00	0.00	1.287.69	1.860.00	0.00	91.246.09	91.246.09
CT002	CATEDRATICO TIEMPO COMPLETO	38.698.50	1.873.37	11.604.63	12.088.84	8.382.56	5.802.33	0.00	0.00	1.041.12	1.860.00	0.00	38.698.50	38.698.50
CT003	CATEDRATICO TIEMPO COMPLETO	42.323.21	38.558.55	11.604.63	12.008.84	7.543.02	8.173.26	0.00	0.00	1.183.44	1.860.00	0.00	42.323.21	42.323.21
CT002	CATEDRATICO TIEMPO COMPLETO	41.087.06	29.486.49	11.604.63	12.088.84	7.543.02	8.173.26	0.00	0.00	927.89	1.860.00	0.00	41.087.06	41.087.06
MD01	RECERCONETA	17.536.73	2.133.52	0.00	0.00	0.00	1.200.00	0.00	0.00	0.00	0.00	0.00	17.536.73	17.536.73
CD004	COORDINADOR DE UNICE	54.491.73	13.683.26	11.604.63	12.008.84	7.543.02	8.173.26	12.184.88	0.00	1.167.96	1.860.00	0.00	54.491.73	54.491.73
CD000	COORDINADOR DE PROGRAMAS	54.195.38	2.254.18	11.604.63	12.008.84	7.543.02	8.173.26	21.468.40	0.00	1.382.31	1.860.00	0.00	54.195.38	54.195.38

L.C. Jorge Alvarado
Vice Rector Administrativo

L.C. Carmen Medina
Vice Rector Académico



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORUZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Base	Salario Fijo	Salario Variable	Nivel Acad.	Merito Prof.	Merito Serv.	Cargo	Colectivo	Colectivo Adm.	Colectivo Serv.	Vacaciones	Otras Cuotas	Total
CT02	CATEDRATICO TIEMPO COMPLETO	56,214.63	56,214.63	11,604.63	16,248.51	7,543.02	17,406.98	0.00	0.00	1,813.47	4,800.00	0.00	28,214.62	56,214.63
CT03	CATEDRATICO TIEMPO COMPLETO	38,918.12	38,918.12	11,604.63	16,248.51	8,302.56	1,742.70	0.00	0.00	1,813.47	3,800.00	0.00	28,918.12	38,918.12
CT03	CATEDRATICO TIEMPO COMPLETO	38,918.12	38,918.12	11,604.63	16,248.51	8,302.56	3,481.40	0.00	0.00	0.00	3,800.00	0.00	27,313.12	38,918.12
CH03	COORDINADOR ADMINISTRATIVO	27,453.22	27,453.22	90.64	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	27,453.22	27,453.22
AY03	AYUDANTE DE MANTENIMIENTO	16,200.44	4,027.61	0.00	0.00	0.00	1,421.59	0.00	0.00	0.00	0.00	0.00	16,200.44	16,200.44
CT03	APPE DE SECCION DE DOCUMENTOS	56,018.32	48,169.30	11,604.63	16,248.51	8,703.49	8,802.33	11,604.63	0.00	876.89	3,800.00	0.00	56,018.32	56,018.32
AP02	ANALISTA PROGRAMACION	27,487.82	3,138.88	0.00	0.00	0.00	1,821.59	0.00	0.00	0.00	0.00	0.00	28,798.12	27,487.82
CT02	CATEDRATICO TIEMPO COMPLETO	34,032.92	3,347.54	11,604.63	12,098.84	0.00	8,173.26	0.00	0.00	436.17	3,800.00	0.00	34,032.92	34,032.92
BD02	BIBLIOTECARIO	18,498.32	1,808.43	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	12,774.72	18,498.32

L. R. Díaz Ochoa
Jefe de Departamento de Recursos Humanos

L. C. Camacho López
Jefe de Departamento de Adm. Gen.



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORUA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Revol. Acad.	Mantua Fud.	Adm. Serv.	Cargo	Colectivo	Devolución Adquis.	Colectivo 2014	Vencimiento	Declaro Cuentas	Total
AD02	ADMINISTRATIVO	22,315.00	14,310.27	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	21,510.27	22,315.00
CT02	CATEDRÁTICO TIEMPO COMPLETO	38,867.29	4,470.24	11,604.66	16,246.91	0.00	8,123.26	0.00	0.00	1,002.67	1,003.00	0.00	31,067.10	38,867.29
TE003	OFICIAL DE TIENDERIA	26,932.00	18,883.97	0.00	0.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	26,383.97	26,932.00
CE006	VICEDIRECTOR(A) ENCARGADO(A)	82,127.96	88,146.00	11,604.66	16,246.91	8,103.49	10,000.00	32,493.02	0.00	1,194.14	1,003.00	0.00	89,400.02	87,127.96
ED010	VICE RECTOR(A) INMEDIATA POSTORA	82,194.96	98,126.02	11,604.66	16,507.44	8,770.49	8,123.26	32,493.02	0.00	983.10	1,003.00	0.00	92,194.96	82,194.96
ED006	SUB DIRECTOR CONF. INV. INVENC. EDUC. ENF.	83,907.06	49,075.26	11,604.66	16,246.91	8,703.49	8,123.26	16,246.91	0.00	1,193.44	1,003.00	0.00	61,067.06	83,907.06
CD020	SECRETARIO DEPARTAMENTO ACITE	48,890.27	38,300.60	11,604.66	16,246.91	8,382.06	1,742.10	11,024.42	0.00	0.43	1,003.00	0.00	46,380.30	48,890.27
CT002	CATEDRÁTICO TIEMPO COMPLETO	46,211.33	37,447.46	11,604.66	16,246.91	7,543.02	8,773.26	0.00	0.00	893.89	1,003.00	0.00	40,211.34	46,211.33
ED002	CATEDRÁTICO TIEMPO COMPLETO	47,718.08	28,203.90	11,604.66	16,246.91	8,703.49	8,123.26	0.00	0.00	1,210.15	1,003.00	0.00	41,146.06	47,718.08

L. E. Pineda Ochoa, Director General de Recursos Humanos
Vice Rector Administrativo

L. E. Pineda Ochoa, Director General de Recursos Humanos
Vice Rector Administrativo



Código	Descripción	Quantía bruta	Quantía Meta	Quantía Base	Unid. Acum.	Méritos Prof.	Anos Serv.	Cargos	Coeficiente	Anteriores Acumul.	Coeficiente 2014	Valores	Gratificación	Total
REGISTRO FOLIO 1740 DE CIEPENTA Y TECNOLÓGICA														
CD021	REGISTRO FOLIO 1740 DE CIEPENTA Y TECNOLÓGICA	78.001.84	48.014.70	11.604.80	18.248.51	8.703.49	12.765.11	24.709.77	0.00	912.31	1.800.00	0.00	70.081.34	75.081.34
SE002	SE002	17.184.30	2.214.19	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	17.184.30	17.184.30
CT003	CT003	17.337.64	14.007.80	5.802.33	6.034.42	3.198.28	870.30	0.00	0.00	338.20	500.00	0.00	17.337.64	17.337.64
CT002	CT002	40.880.04	32.005.79	11.604.80	18.248.51	6.382.56	12.765.12	0.00	0.00	891.80	1.800.00	0.00	40.880.04	40.880.04
CD100	CD100	56.074.74	28.820.89	11.604.80	18.248.51	7.543.02	8.123.20	11.604.80	0.00	1.132.00	1.800.00	0.00	56.074.74	56.074.74
CD183	CD183	53.805.22	26.300.89	11.604.80	18.248.51	7.543.02	8.123.20	7.543.02	0.00	1.034.78	1.800.00	0.00	53.805.22	53.805.22
CT002	CT002	40.004.36	18.991.88	11.604.80	18.248.51	6.382.56	12.765.12	0.00	0.00	550.26	1.800.00	0.00	40.004.36	40.004.36
CD002	CD002	42.203.36	22.475.52	11.604.80	18.248.51	6.382.56	5.982.52	8.102	0.00	427.54	1.000.00	0.00	42.203.36	42.203.36
CT002	CT002	60.959.30	30.015.34	11.604.80	18.248.51	8.883.95	8.123.20	0.00	0.00	1.000.00	1.800.00	0.00	60.959.30	60.959.30

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The North American Airline
Yates Record Association



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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Buena fe	Supleto	Supleto Base	Nivel Acad.	Módulo Prof.	Adm. Serv.	Cargo	Colectivo	Supleto Adm.	Colectivo 2014	Valuación	Supleto Cuarta	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	27,320.86	3,177.07	11,694.69	12,008.84	0.00	1,462.70	0.00	0.00	166.87	1,600.00	0.00	27,207.06	27,207.06
CD042	DIRECTORÍA PERSONAL DOC.	70,027.10	48,298.13	11,604.66	18,567.44	8,703.49	8,123.26	18,727.90	0.00	1,000.36	1,800.00	0.00	70,027.10	70,027.10
CT002	CATEDRÁTICO TIEMPO COMPLETO	30,741.88	17,035.42	11,604.66	12,008.84	8,382.96	2,481.28	0.00	0.00	404.44	1,800.00	0.00	31,741.88	31,741.88
CT002	CATEDRÁTICO TIEMPO COMPLETO	48,438.71	8,002.98	11,604.66	18,346.31	7,543.02	8,123.26	0.00	0.00	1,139.77	1,800.00	0.00	52,230.71	48,438.71
CD009	ASISTENTE TECNOLÓGICO UNID.	58,109.48	38,215.13	11,604.66	12,008.84	8,382.96	8,123.26	18,086.03	0.00	1,041.12	1,800.00	0.00	59,196.48	58,109.48
CD007	SECRETARIO CENTRO INVESTIGACIÓN	87,402.79	47,837.49	11,604.66	12,008.84	7,543.02	8,123.26	18,669.28	0.00	596.74	1,800.00	0.00	87,402.79	87,402.79
CT002	CATEDRÁTICO TIEMPO COMPLETO	34,797.27	26,895.26	11,604.66	12,008.84	7,543.02	1,746.10	0.00	0.00	0.00	1,800.00	0.00	34,797.27	34,797.27
CD001	DIRECTOR CENTRO INVESTIGACIÓN	55,822.94	50,830.36	11,604.66	18,246.51	7,543.02	8,123.26	18,727.91	0.00	777.49	1,800.00	0.00	55,822.94	55,822.94
AG000	ASISTENTE	14,371.80	2,700.00	0.00	0.00	0.00	860.00	0.00	0.00	0.00	0.00	0.00	14,371.80	14,371.80

Ls. Rocio Cárdenas, Directora General del Departamento de Recursos Humanos
Nada. Hago constar que la presente es una copia fiel del original.
Vice Rector administrativo

Ls. Carmen Ibarrón, Directora General del Departamento de Recursos Humanos
Nada. Hago constar que la presente es una copia fiel del original.
Vice Rector administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORUZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Base	Salario Mens.	Salario Base	Nivel Acad.	Antec. Prod.	Antec. Salu.	Cargo	Conducte	Directivo Admón.	Conducte 2014	Vacaciones	Quinta Cuarta	Total
CT000	CATEDRÁTICO TIEMPO COMPLETO	42,163.74	12,561.81	11,004.05	12,000.84	7,540.00	8,122.35	0.00	0.00	1,073.97	1,800.00	0.00	35,842.50	42,163.74
CT002	CATEDRÁTICO TIEMPO COMPLETO	46,995.96	46,111.56	11,604.55	16,246.61	8,382.56	17,115.12	0.00	0.00	1,197.12	1,800.00	0.00	49,700.56	46,995.96
BR000	BIBLIOTECARIO I	20,192.31	6,430.77	0.00	800.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	20,192.31	20,192.31
AD002	ADJUNTO ADMINISTRATIVO	18,940.81	8,483.23	0.00	0.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	18,940.81	18,940.81
CT002	CATEDRÁTICO TIEMPO COMPLETO	49,878.77	30,692.13	11,604.05	16,246.61	8,702.49	10,444.18	0.00	0.00	1,079.93	1,800.00	0.00	49,878.77	49,878.77
BR000	BIBLIOTECARIO I	25,223.38	3,998.33	0.00	800.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	25,223.38	25,223.38
BR000	ADJUNTO DE BIBLIOTECA	18,504.88	746.21	0.00	0.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	18,504.88	18,504.88
AD001	ADJUNTO MEDICO	38,704.86	74.75	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	38,704.86	38,704.86
BR000	ADJUNTO DE BIBLIOTECA	20,292.11	12,840.64	0.00	0.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	20,292.11	20,292.11

Dr. Oscar Alberto Martínez
Vice Director de Recursos Humanos

Dr. Oscar Alberto Martínez
Vice Director de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Invef Acad.	Méritos prof.	Antes Sere.	Cargos	Colabor.	Intereses Adm.	Colecta 2014	Colecta 2015	Variación	Ingresos Cuarta	Total
DECOM	DECOM TAREA III	18,165.71	2,798.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,367.56	18,165.71
ALTO	ALTO	17,244.68	1,433.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,244.68	17,244.68
CDIR	COORDINADOR ALTO	33,596.15	30,000.00	11,004.60	12,000.00	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	0.00	31,596.15	33,596.15
COORD	COORDINADOR DE CARRERA	13,380.40	32,800.41	11,004.60	10,000.00	8,700.40	8,000.00	6,300.00	0.00	500.00	1,800.00	0.00	0.00	31,000.41	33,380.41
PADE	PADE	17,200.00	14,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,200.00	17,200.00
DECOM	DECOM TAREA IV	18,100.00	2,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,700.00	18,100.00
ANCO	ANCO	19,811.35	11,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,811.35	19,811.35
CDIR	COORDINADOR ALTO	33,750.00	32,800.00	11,004.60	12,000.00	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	0.00	31,004.60	33,750.00
QUOT	QUOT	19,700.00	2,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,200.00	19,700.00

LC. Raúl Octavio Gómez
Jefe Departamento de Recursos Humanos

LC. Carmen Isolina Lugo
Jefe del Centro de Asesoría

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Campo	Descripción	Fecha Inicio	Fecha Fin	Suma Base	Neto Acum.	Impuesto Prof.	Antes Suve.	Cargos	Colectivo	Desviación 2014	Colectivo	Vencimientos	Declaración Cuarta	Tercer
CT004	CATEGORICO TIEMPO HORAS	6.040.00	3.514.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CT002	CATEGORICO TIEMPO COMPLETO	45.418.80	41.514.80	11.604.60	16.298.51	6.242.56	16.723.26	0.00	0.00	1.261.82	1.803.00	0.00	45.418.80	40.418.80
CT002	CATEGORICO TIEMPO COMPLETO	41.255.22	27.823.86	11.604.60	16.298.51	7.543.02	3.481.46	0.00	0.00	573.84	1.803.00	0.00	41.255.22	41.255.22
CT002	CATEGORICO TIEMPO COMPLETO	40.359.84	17.291.81	11.604.60	16.567.44	6.703.46	6.173.26	0.00	0.00	2.20	1.803.00	0.00	40.359.84	40.359.84
CT002	CATEGORICO TIEMPO COMPLETO	29.023.55	246.83	11.604.60	12.068.84	0.00	3.481.46	0.00	0.00	66.66	1.803.00	0.00	29.023.55	29.023.55
CT002	CATEGORICO TIEMPO COMPLETO	25.298.16	25.576.84	11.604.60	12.068.84	0.00	3.481.26	0.00	0.00	333.26	1.803.00	0.00	25.298.16	25.298.16
CT002	CATEGORICO TIEMPO COMPLETO	41.398.81	21.623.81	11.604.60	16.246.51	7.543.02	6.002.33	0.00	0.00	1.022.20	1.803.00	0.00	41.398.81	41.398.81
CT002	CATEGORICO TIEMPO COMPLETO	44.884.06	20.855.13	11.604.60	16.246.51	6.703.46	5.602.33	0.00	0.00	229.26	1.803.00	0.00	44.884.06	44.884.06
CT002	CATEGORICO TIEMPO COMPLETO	40.241.43	13.122.82	11.604.60	16.088.84	0.00	6.173.26	0.00	0.00	1.022.20	1.803.00	0.00	40.241.43	40.241.43

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORÁZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario base	Salario medio	Salario base	Horas Anul	Horas Prev.	Altes. Serv.	Cargo	Coactivo	Directivos Anul.	Coactivo 2014	Verificables	Declaro Cursar	Total
CT002	CATEDRATICO TIEMPO COMPLETO	47,601.25	16,235.80	17,604.65	16,246.51	6,703.49	8,123.26	0.00	0.00	1,193.44	1,800.00	0.00	44,001.34	47,601.25
CT002	CATEDRATICO TIEMPO COMPLETO	17,700.66	16,000.66	17,604.65	0.00	0.00	3,481.40	0.00	0.00	814.80	1,800.00	0.00	17,700.66	17,700.66
SE004	SECRETARIA III	19,279.09	6,899.02	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	19,279.09	19,279.09
CT002	CATEDRATICO TIEMPO COMPLETO	54,474.82	45,310.32	17,604.65	16,246.51	6,262.50	17,200.96	0.00	0.00	1,604.12	1,800.00	0.00	54,474.82	54,474.82
CT001	SECRETARIO DE PLANTILL UNIVERSITARIO(CULT)	61,405.79	54,216.35	17,604.65	16,246.51	8,703.49	3,802.33	16,246.33	0.00	1,002.30	1,800.00	0.00	61,405.79	61,405.79
CT002	CATEDRATICO TIEMPO COMPLETO	43,021.80	25,613.50	17,604.65	16,246.51	0.00	12,709.12	0.00	0.00	606.52	1,800.00	0.00	43,021.80	43,021.80
CT002	CATEDRATICO TIEMPO COMPLETO	47,005.86	36,007.50	17,604.65	16,246.51	11,024.42	3,461.40	0.00	0.00	927.89	1,800.00	0.00	47,005.86	47,005.86
CT002	CATEDRATICO TIEMPO COMPLETO	40,180.26	17,844.44	17,604.65	16,246.51	8,292.96	6,123.26	0.00	0.00	1,023.87	1,800.00	0.00	40,180.26	40,180.26
CO001	ASISTENTE TECNICO	25,506.87	31,883.26	17,604.65	16,246.51	7,543.82	5,827.32	12,194.88	0.00	725.49	1,800.00	0.00	25,506.87	25,506.87

L.E. Raúl Octavio Gutiérrez
Jefe Departamento de Recursos Humanos

L.E. Carmen Dolores Torres
Jefe del Depto. de Alumnos Generales



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Puesto Vacante	Indicador Mérito	Salario Base	Salario Actual	Bonificación	Adiós Serv.	Cargo	Colectivo	Opciones Antigua	Colectivo 2014	Vacaciones	Opciones Clavito	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	43,203.18	14,630.97	11,604.65	16,246.51	7,543.02	5,802.33	0.00	0.00	276.47	1,800.00	0.00	43,203.18	43,203.18
CD006	JEFE DEPTO DEPARTAMENTO PROFESOR	63,146.48	25,610.80	11,604.65	16,246.51	7,543.02	8,113.26	16,635.74	0.00	1,062.30	1,800.00	0.00	60,853.54	63,146.48
CD006	ASIST. TÉCN. V. N. Y PUESTO	58,787.62	28,478.73	11,604.65	16,246.51	7,543.02	3,481.39	15,096.03	0.00	0.00	1,800.00	0.00	58,787.62	58,787.62
CD012	SECRETARIO DEPARTAMENTO COMERCIALES	30,314.72	27,790.48	11,604.65	16,246.51	8,723.49	5,802.32	11,024.42	0.00	533.33	1,800.00	0.00	62,883.80	58,314.72
CT002	CATEDRÁTICO TIEMPO COMPLETO	39,515.42	32,638.57	11,604.65	16,246.51	8,302.56	3,481.40	0.00	0.00	0.00	1,800.00	0.00	39,515.42	39,515.42
CT002	CATEDRÁTICO TIEMPO COMPLETO	43,304.38	22,950.24	11,604.65	16,246.51	7,543.02	5,802.32	0.00	0.00	655.07	1,800.00	0.00	43,304.38	43,304.38
CT002	CATEDRÁTICO TIEMPO COMPLETO	41,175.68	20,758.65	11,604.65	16,246.51	7,543.02	3,481.40	0.00	0.00	500.00	1,800.00	0.00	41,175.68	41,175.68
CT002	CATEDRÁTICO TIEMPO COMPLETO	43,983.90	40,002.40	11,604.65	16,246.51	9,883.66	3,481.40	0.00	0.00	997.39	1,800.00	0.00	43,983.90	43,983.90
CD031	JEFE DE SECCION DE MANTENIMIENTOS	52,780.72	23,006.57	11,604.65	16,246.51	7,543.02	3,481.39	11,604.65	0.00	0.00	1,800.00	0.00	52,780.72	52,780.72

2015 JUN 15
Lic. Raúl Octavio Rodríguez
Jefe Departamento de Recursos Humanos

2015 JUN 15
Lic. María Soledad López
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario base	Salario Mes	Salario Base	Nivel Acad.	Moneda Fija	Años Serv.	Cargo	Colectivo	Overseas Acumul.	Graduados 2014	Vacaciones	Otros Cuotas	Total
CT000	CATEDRATICO TIEMPO COMPLETO	42,891.00	38,422.29	11,804.63	16,007.44	7,243.02	3,461.49	0.00	0.00	655.07	1,800.00	0.00	47,591.42	43,613.56
CD130	JEFE DE TALLER DE MAQUINA	48,365.96	28,611.85	11,804.63	16,246.51	8,302.56	3,461.40	8,123.26	0.00	727.57	1,800.00	0.00	48,201.94	44,280.89
CT002	CATEDRATICO TIEMPO COMPLETO	38,109.52	9,548.82	11,804.63	12,603.84	5,302.56	5,802.32	0.00	0.00	801.18	1,800.00	0.00	33,236.60	28,159.52
CD001	ASISTENTE TECNICO	63,715.52	21,202.43	11,804.63	16,246.51	7,542.00	3,461.38	12,184.88	0.00	855.07	1,800.00	0.00	51,119.62	53,719.62
CT002	CATEDRATICO TIEMPO COMPLETO	38,023.12	34,323.50	11,804.63	16,246.51	6,202.56	0.00	0.00	0.00	0.00	1,800.00	0.00	23,651.16	36,623.79
CD002	OPERACION DE MAQUINA MOVILIZ.	14,770.27	2,117.43	0.00	0.00	0.00	850.00	0.00	0.00	0.00	0.00	0.00	14,770.27	14,770.27
SE002	SECRETARIA	14,810.28	2,208.81	0.00	0.00	0.00	850.00	0.00	0.00	0.00	0.00	0.00	14,810.28	14,810.28
CT002	CATEDRATICO TIEMPO COMPLETO	10,001.39	9,725.28	11,804.63	12,603.84	5,302.56	3,461.40	0.00	0.00	283.94	1,800.00	0.00	25,001.38	25,001.38
CT002	CATEDRATICO TIEMPO COMPLETO	44,094.86	3,022.50	11,804.63	16,246.51	8,103.49	5,802.32	0.00	0.00	507.30	1,800.00	0.00	51,207.42	44,604.50

L. E. Rami Ochoa
JEFE DEPARTAMENTO DE RECURSOS HUMANOS
Vice Rector Administrativo

L. E. Carrero
JEFE DEPARTAMENTO DE RECURSOS HUMANOS
Vice Rector Administrativo



Campa	Descripción	Fecha Inicio	Fecha Fin	Estado Base	Novel Acad.	Multis Progl.	Actas Rev.	Carga	Coeficiente	Duración Adapt.	Créditos SEMA	Validaciones	Defensas Cárula	Total
C2008	ASISTENTE TÉCNICO	03/10/2018	22/09/17	11.604.95.	18.346.57	3.543.02	3.481.38	12.354.88	0.00	320.04	1.800.00	0.00	53.462.80	31.162.40
C2004	JEFE DEPARTAMENTO VENTAJAS	04/02/14	18/10/04	11.604.80	18.346.51	3.543.02	5.802.32	19.420.74	0.00	0.00	1.800.00	0.00	55.833.38	56.802.94
C2014	JEFE DE SECCIÓN DE CRIMINALEDOCCION	07/10/19	02/02/20	11.604.85.	12.008.04	6.302.88	3.481.40	11.604.85	0.00	703.10	1.800.00	0.00	47.707.70	47.707.70
C2010	CATEDRANCO VERNO COMPLETO	21/02/11	18/10/10	11.604.60	12.008.64	6.302.50	5.002.32	0.00	0.00	263.84	1.000.00	0.00	33.022.30	37.862.33
C2003	CATEDRANCO VERNO COMPLETO	07/03/19	27/03/18	11.604.85	18.607.44	6.703.49	5.802.32	0.00	0.00	527.89	1.800.00	0.00	46.345.32	47.868.79
C2003	CATEDRANCO VERNO COMPLETO	28/05/11	18/10/10	11.604.65	18.248.51	6.302.56	3.481.38	0.00	0.00	0.00	1.800.00	0.00	38.515.12	39.515.11
C2009	CATEDRANCO VERNO COMPLETO	04/08/18	28/12/16	11.604.80	18.507.44	6.302.56	1.242.70	0.00	0.00	0.00	1.800.00	0.00	40.095.35	40.095.35
C2004	CATEDRANCO VERNO COMPLETO	18/10/00	11.643.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15.180.00	15.180.00
C2009	CATEDRANCO VERNO COMPLETO	18/07/15	19/03/18	11.604.85	18.248.51	6.302.56	3.481.38	0.00	0.00	0.00	1.800.00	0.00	38.515.11	39.515.11


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Լեւոն Գերասիմով
Լեյտենանտ-գեներալ
Հայկական հանրապետության
Զինված ուժերի մարտիկ

ՀՀ Պաշտպանության նախարար
Լեւոն Բակուրյան

ՀՀ Պաշտպանության նախարարի տեղակալ
Դավիթ Աբրահամյան



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Unidad Equiv.	Salario Neto	Salario Base	Mont. Acad.	Salarios Prof.	Alnos. Serv.	Cuota	Colectivo	Suplemento Adm.	Colectivo 2015	Vacaciones	Indemn. 30 días	Total
COORDINADOR DE CARRERA PREESCOLAR		44,156.98	28,833.58	11,604.66	16,246.91	8,382.56	1,742.70	6,382.96	0.00	0.00	1,800.00	0.00	44,156.98	44,156.98
CT022 CATEGORICO TIEMPO COMPLETO		27,742.08	14,852.37	11,604.66	12,048.84	0.00	1,742.70	0.00	0.00	527.69	1,800.00	0.00	27,742.08	27,742.08
CH001 DOCENTE MANTENIMIENTO VEHICULAR		19,888.00	4,855.79	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	19,888.00	19,888.00
CT022 CATEGORICO TIEMPO COMPLETO		56,701.62	51,959.02	11,604.66	16,967.44	8,382.56	17,406.58	0.00	0.00	1,800.00	1,800.00	0.00	56,701.62	56,701.62
SE006 DE CARRERA IV		16,535.34	644.57	0.00	0.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	16,535.34	16,535.34
CT022 CATEGORICO TIEMPO COMPLETO		28,472.40	22,835.33	11,604.66	12,048.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	28,472.40	28,472.40
CD004 DIRECTOR DE POST GRADO		60,351.14	38,307.30	11,604.66	18,567.44	8,382.56	1,742.70	19,727.90	0.00	527.69	1,800.00	0.00	60,351.14	60,351.14
SE009 SECORTE (PAGA 1)		14,788.81	1,377.61	0.00	0.00	0.00	1,635.59	0.00	0.00	0.00	0.00	0.00	14,788.81	14,788.81
CO003 COORDINADOR DE CARRERA INICIES		44,304.87	16,200.99	11,604.66	12,048.84	7,542.70	3,461.40	7,542.02	0.00	263.54	1,800.00	0.00	44,304.87	44,304.87

Lic. Jorge Alberto Chávez Huerfano
Vice Rector Administrativo

Lic. Carmen González
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORUA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Turno	Turno Base	Salario Base	Nivel Acad.	Horas Prof.	Adm. Sup.	Cargo	Colectiva	Desempeño	Colectiva	Vacaciones	Obreros	Total
COORDINADOR DE ASUNTOS RECTORIA			50,423.49	16,400.55	11,604.65	12,582.84	7,543.00	1,242.70	10,000.00	0.00	0.00	1,800.00	0.00	50,423.49
COORDINADOR DE ASUNTOS RECTORIA			41,836.04	10,774.44	11,604.65	10,246.51	6,302.80	5,002.32	0.00	0.00	0.00	1,800.00	0.00	41,836.04
COORDINADOR DE ASUNTOS RECTORIA			40,905.55	42,427.70	11,604.65	10,246.51	6,302.80	10,444.19	0.00	0.00	0.00	1,800.00	0.00	40,905.55
COORDINADOR DE ASUNTOS RECTORIA			13,014.53	10.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,014.53
COORDINADOR DE ASUNTOS RECTORIA			17,177.29	8,608.54	0.00	8,608.54	0.00	1,121.54	0.00	0.00	0.00	0.00	0.00	17,177.29
COORDINADOR DE ASUNTOS RECTORIA			16,320.00	1,280.78	0.00	0.00	0.00	1,242.58	0.00	0.00	0.00	0.00	0.00	16,320.00
COORDINADOR DE ASUNTOS RECTORIA			14,485.70	6,121.78	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,485.70
COORDINADOR DE ASUNTOS RECTORIA			13,965.38	2,283.29	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	13,965.38
COORDINADOR DE ASUNTOS RECTORIA			17,203.85	10,441.12	0.00	800.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	17,203.85

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C. Rector
Vice Rector

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C. Rector
Vice Rector

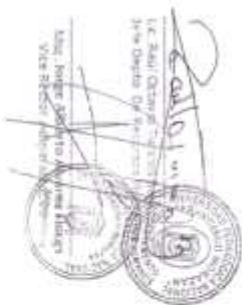


UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO BONAÑAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Sumo Bruto	Sumo Menor	Sumo Desc	Nivel Asist	Sumo Fija	Asign. Supl.	Cargo	Colectiva	Directivos Adm.	Colectiva 2014	Vacaciones	Indicador Cuarta	Total
CM001	OFICIAL ADMINISTRATIVO	20,714.42	17,552.19	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	20,714.42	20,714.42
TA001	TECNICO ADMINISTRATIVO	14,902.64	7,385.08	0.00	3.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,902.64	14,902.64
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	20,773.21	11,004.63	16,346.51	6,382.56	1,340.70	0.00	0.00	0.00	1,005.00	0.00	37,774.42	37,774.42
GA003	OFICIAL ADMINISTRATIVO	16,974.52	16,109.01	0.00	800.00	0.00	1,521.09	0.00	0.00	0.00	0.00	0.00	16,974.52	16,974.52
AS002	ASISTENTE	12,816.53	4,642.69	0.00	0.00	0.00	1,171.88	0.00	0.00	0.00	0.00	0.00	12,816.53	12,816.53
BU003	BIBLIOTECARIO II	21,198.00	16,609.86	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	21,198.00	21,198.00
SE004	SECRETARIA II	15,588.24	2,008.79	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,588.24	15,588.24
SE002	SECRETARIA II	15,840.20	3,301.28	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,840.20	15,840.20
SP005	SUPERVISOR ALM. MANUTENIMIENTO	14,416.87	6,611.49	0.00	8.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	14,416.87	14,416.87





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Cuanto Bono	Cuanto Plus	Cuanto Base	Alícuot. Acum.	Módulo Prof.	Alícuot. Serv.	Cargo	Colectivo	Descuento Admón.	Colectivo 2014	Valuación	Deuda Cuarta	Total
CT001	CATEDRÁTICO TIEMPO COMPLETO	31,391.86	24,880.02	11,604.05	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,391.86	31,391.86
CT002	CATEDRÁTICO TIEMPO COMPLETO	31,641.86	25,127.13	11,604.05	16,246.51	0.00	1,740.70	0.00	0.00	250.00	1,800.00	0.00	31,641.86	31,641.86
CT003	CATEDRÁTICO A MEDIO TIEMPO	15,942.04	14,230.32	5,802.33	8,123.26	0.00	870.35	0.00	0.00	268.10	900.00	0.00	15,942.04	15,942.04
CD008	COORDINADOR PLAT. EDUC. VIRTUAL	42,828.13	32,848.26	11,604.05	22,048.84	0.00	1,740.70	15,986.06	0.00	527.89	4,800.00	0.00	42,828.13	42,828.13
CT002	CATEDRÁTICO TIEMPO COMPLETO	33,698.79	26,140.59	11,604.05	12,536.84	8,332.56	1,740.70	0.00	0.00	302.64	1,800.00	0.00	33,698.79	33,698.79
CT003	CATEDRÁTICO A MEDIO TIEMPO	19,109.26	17,479.12	5,802.33	8,123.26	3,091.28	870.35	0.00	0.00	302.64	900.00	0.00	19,109.26	19,109.26
CT002	CATEDRÁTICO TIEMPO COMPLETO	42,593.96	29,442.47	11,604.05	16,246.51	8,422.14	3,048.38	8.00	0.00	263.34	1,800.00	0.00	42,593.96	42,593.96
SE006	SECRETARÍA DE DECE	15,843.95	8,802.33	0.00	800.00	0.00	400.00	8.00	0.00	0.00	0.00	0.00	15,843.95	15,843.95
CT002	CATEDRÁTICO TIEMPO COMPLETO	35,337.44	5,228.47	11,604.05	12,068.04	8,382.56	3,481.38	0.00	0.00	0.00	1,800.00	0.00	35,337.44	35,337.44

L. E. GARCÍA GUTIÉRREZ
Jefe del Departamento de Recursos Humanos

L. E. CARRERA MOLINA
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Categoría	Descripción	Subido Bruto	Subido Neto	Subido Base	Presal Acad.	Moratoria Presal	Moratoria Univ.	Cargos	Colectiva	Directivos	Colectivo	Vacaciones	Ocultos Cuarta	Total
CC006	COORDINADOR TÉCNICO COMPUTACIONAL	41,256.14	38,090.18	11,604.68	18,248.61	8,382.56	2,481.40	7,542.32	0.00	0.00	1,205.00	0.00	47,058.14	47,058.14
CT003	CATEDRÁTICO A MEDIO TIEMPO	19,802.56	17,283.35	5,302.23	8,172.26	2,771.51	870.35	0.00	0.00	375.00	0.00	0.00	19,802.56	19,802.56
CT003	CATEDRÁTICO TIEMPO COMPLETO	34,440.80	24,441.82	11,504.65	12,568.84	8,703.48	0.00	0.00	0.00	203.54	1,200.00	0.00	34,440.80	34,440.80
CT003	CATEDRÁTICO TIEMPO COMPLETO	29,482.78	10,800.89	11,804.68	12,048.84	0.00	0.00	0.00	0.00	827.88	1,200.00	0.00	29,482.78	29,482.78
TE003	TÉCNICO EN COMPUTACION	17,165.28	3,472.84	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	17,165.28	17,165.28
ME002	MEDICO GENERAL	28,378.67	17,601.42	0.00	300.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	28,378.67	28,378.67
ME002	MEDICO GENERAL	47,498.28	22,804.10	0.00	300.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	47,498.28	47,498.28
SE003	SECRETARIA II	10,261.12	8,181.14	0.00	15,995.04	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,261.12	10,261.12
CT003	CATEDRÁTICO A MEDIO TIEMPO	18,171.38	1,907.22	5,882.33	6,504.42	3,193.28	1,242.79	0.00	0.00	500.00	800.00	0.00	18,171.38	18,171.38


L. C. SANCHEZ GARCIA
M. R. DIAZ DE LEON
Vice Rector General


L. C. SANCHEZ GARCIA
M. R. DIAZ DE LEON
Vice Rector General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORUZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGOS MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario base	Salario fijo	Salario base	Nivel Acad.	Salario fijo	Alta Ser.	Carpo	Collective	Director	Collective	Vacaciones	Quinta Cuarta	Tercer
BOCZ	BOCOTECARIO	12,217.38	1,500.00	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,217.38	12,217.38
QNDZ	QUINTA MANO	11,241.08	2,418.65	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,241.08	11,241.08
MTDZ	MOTODISTA	14,240.18	1,723.18	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,240.18	14,240.18
CTDZ	CATEDRATICO TIEMPO COMPLETO	37,508.37	28,718.22	11,604.63	12,068.84	8,700.40	2,491.38	0.00	0.00	270.00	1,800.00	0.00	37,508.37	37,508.37
CGDZ	COORDINADOR DE EVALUACION	14,829.86	50,500.21	11,604.63	18,587.44	8,700.48	2,491.38	38,172.09	0.00	500.00	1,800.00	0.00	14,829.86	14,829.86
CTDZ	CATEDRATICO TIEMPO COMPLETO	38,515.12	22,343.09	11,604.63	16,241.51	8,382.56	3,481.46	0.00	0.00	0.00	1,800.00	0.00	38,515.12	38,515.12
CNDZ	CONDUCTOR	16,152.27	13,842.29	0.00	13,159.93	0.00	400.00	0.00	0.00	0.00	0.00	0.00	16,152.27	16,152.27
CDZ	COORDINADOR DE DEPARTAMENTO TECNICA INDOCTR	48,835.94	28,412.00	11,604.63	16,245.51	8,382.56	1,748.28	11,024.42	0.00	28.10	1,800.00	0.00	48,835.94	48,835.94
CTDZ	CATEDRATICO TIEMPO COMPLETO	48,713.88	31,458.00	11,604.63	16,246.51	7,543.02	3,481.40	0.00	0.00	38.10	1,800.00	0.00	48,713.88	48,713.88

LC. SAUL OLIVERA
Miguel Ángel Olvera
Vice Rector Académico

LC. GERMÁN RODRÍGUEZ
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Imp. Acad.	Imp. Prof.	Adm. Serv.	Cargo	Collective	Directivos	Collective	Vacaciones	Destinos Cuarta	Total
CT992	COORDINADOR	13,541.75	21.54	0.00	0.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	13,541.80	13,541.75
BO002	BOMBERA	12,541.11	3,645.81	0.00	0.00	0.00	600.00	0.00	0.00	0.00	0.00	0.00	12,541.10	12,541.11
OD001	OFICIAL DE PRESUPUESTO	15,542.78	7,879.96	0.00	12,663.80	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,542.78	15,542.78
CO002	CONSEJERO	11,200.92	1,134.80	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,200.94	11,200.95
CO000	COORDINADOR DE PROGRAMA	56,275.81	31,208.89	11,604.93	12,068.84	7,243.02	1,740.70	21,408.00	0.00	0.00	1,800.00	0.00	60,343.26	56,275.81
CT007	COORD. CARRERA TURISMA Y HOSTEL	47,008.14	19,538.09	11,604.93	10,240.51	6,302.56	3,481.40	7,543.00	0.00	0.00	1,800.00	0.00	47,008.14	47,008.14
CT002	CATEDRÁTICO (ENFERM COMPLETO)	20,497.90	22,874.82	11,604.93	12,068.84	7,543.02	3,481.39	3,400.00	0.00	0.00	1,800.00	0.00	24,757.20	20,497.90
CD002	VICERRECTOR(A) ADMINISTRATIVO(A)	74,329.87	29,788.84	11,604.93	16,246.91	8,703.48	3,481.40	32,491.00	0.00	0.00	1,800.00	0.00	74,329.88	74,329.87
CT001	JEFE DE LA ADMINISTRACIÓN DE COMERCIO EX	47,008.37	12,874.22	11,604.93	16,246.91	6,302.56	3,481.39	8,123.26	0.00	0.00	1,800.00	0.00	48,981.17	47,008.37


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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE JUNIO DEL 2013

Código	Descripción	Salario base	Salario fijo	Guarido Base	Inter Acum.	Moroso Fija.	Alta Serv.	Cargo	Destino	Destino Anterior	Destino 2014	Vacaciones	Otro Cuatr.	Total
C0102	COORDINADOR DE PROYECTO DOCENTE CUAR	42,918.57	28,354.05	11,604.63	12,668.84	7,543.02	1,740.70	8,173.36	0.00	28.10	1,800.00	0.00	42,918.57	42,918.57
C0142	COORDINADOR DE MEDICINA DEL DEPORTE	41,720.01	24,328.11	11,604.63	12,864.84	6,382.96	1,460.70	8,123.26	0.00	0.00	1,800.00	0.00	41,720.01	41,720.01
C1004	CATEDRÁTICO POR HORAS	9,440.00	8,508.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	720.00	0.00	9,440.00	9,440.00
C0047	ASISTENTE TÉCNICO ACADÉMICO CUAR	54,020.00	41,418.40	11,604.63	10,246.01	8,703.45	3,481.30	12,184.66	0.00	0.00	1,800.00	0.00	54,020.00	54,020.00
C0102	ASISTENTE ADJUNTO ADICIONAL CUAR	52,800.46	32,228.02	11,604.63	16,246.31	7,443.02	3,481.30	12,184.66	0.00	0.00	1,800.00	0.00	52,800.46	52,800.46
C1003	CATEDRÁTICO A MEDIO TIEMPO	13,840.20	4,719.54	5,802.33	6,534.42	0.00	0.00	0.00	0.00	28.10	1,800.00	0.00	13,840.20	13,840.20
C0104	JEFE DE SECCIÓN DE EDUCACIÓN CULTURAL FÍSICA	57,200.73	29,704.30	11,604.63	16,365.51	7,443.02	3,481.40	11,804.65	0.00	0.00	1,800.00	0.00	57,200.73	57,200.73
C0002	OFICIAL CONTADOR PRESUPUESTO	21,741.37	1,303.31	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	21,741.37	21,741.37
C0002	CONTADOR I	15,580.24	38.88	0.00	8.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	15,580.24	15,580.24

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Dr. Raul Octavio Gutiérrez
Miguel Ángel de Beltrán

Dr. Raul Octavio Gutiérrez
Miguel Ángel de Beltrán

Dr. Raul Octavio Gutiérrez
Miguel Ángel de Beltrán

Dr. Raul Octavio Gutiérrez
Miguel Ángel de Beltrán

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargos	Descripción	Buena Feita	Salario Base	Salario Base	Salario Acad.	Salario Prof.	Salario Serv.	Cargos	Calcularia	Directivos	Calcularia	Calcularia	Calcularia
CT003	CATEDRATICO A MEDIO TIEMPO	17,416.71	14,072.27	3,802.32	6,024.42	3,771.51	877.26	0.00	0.00	35.10	900.00	0.00	0.00
CT002	CATEDRATICO TIEMPO COMPLETO	26,497.90	5,537.22	11,504.63	12,008.84	7,443.03	3,451.29	0.00	0.00	0.00	1,800.00	0.00	0.00
CO002	JEFE DEPARTAMENTO COMERCIALES	18,002.79	47,843.18	11,504.63	16,246.51	6,703.49	3,451.40	16,820.74	0.00	0.00	1,800.00	0.00	0.00
CT002	CATEDRATICO TIEMPO COMPLETO	27,774.42	28,264.19	11,504.63	16,246.51	6,342.90	1,740.70	0.00	0.00	0.00	1,800.00	0.00	0.00
CT003	CATEDRATICO TIEMPO COMPLETO	27,774.42	33,443.03	11,504.63	16,246.51	6,342.90	1,740.70	0.00	0.00	0.00	1,800.00	0.00	0.00
CO001	ASISTENTE TECNICO	52,290.23	33,443.03	11,504.63	16,246.51	6,342.90	1,740.70	32,164.88	0.00	0.00	1,800.00	0.00	0.00
AN001	COORDINADOR COMERCIAL	42,417.63	2,012.08	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00
CT003	CATEDRATICO TIEMPO COMPLETO	28,515.14	28,264.19	11,504.63	16,246.51	6,342.90	3,451.29	0.00	0.00	0.00	1,800.00	0.00	0.00
CT002	CATEDRATICO TIEMPO COMPLETO	28,453.48	32,203.54	11,504.63	16,246.51	6,342.90	3,451.29	0.00	0.00	0.00	1,800.00	0.00	0.00

Raul Octavio Salazar
Jefe Depto. de Recursos Humanos

Raul Octavio Salazar
Jefe Depto. de Recursos Humanos

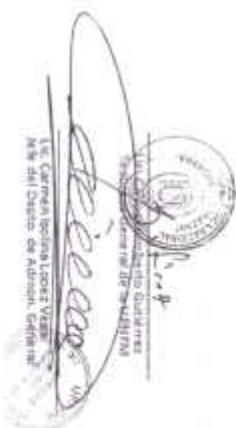


UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORUA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Inter Asist.	Mercos Prof.	Años Serv.	Cargo	Colectiva	Colectiva Adquis.	Colectiva 2014	Valuaciones	Deducciones	Total
CT002	CATEDRATICO TIEMPO COMPLETO	20,515.11	26,426.89	11,604.65	16,246.51	6,382.56	3,481.26	0.00	0.00	0.00	1,600.00	0.00	21,111.12	35,519.11
DIRECTOR DE DESARROLLO CURRICULAR														
CM001	CORRECTOR	40,024.49	31,206.23	11,604.65	16,246.51	7,543.02	3,481.40	19,727.91	0.00	0.00	1,600.00	0.00	60,402.49	60,402.49
CT003	CATEDRATICO TIEMPO COMPLETO	36,897.90	22,109.82	11,604.65	12,968.84	7,543.02	3,481.26	0.00	0.00	0.00	1,600.00	0.00	36,487.90	36,487.90
CM002	CONFADON	11,649.19	6,443.43	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,649.19	11,649.19
TA001	TECNICO AUDIOVISUAL	11,204.84	7,565.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,204.84	11,204.84
CT002	CATEDRATICO TIEMPO COMPLETO	20,515.12	26,377.26	11,604.65	16,246.51	6,382.56	3,481.40	0.00	0.00	0.00	1,600.00	0.00	35,515.12	35,515.12
ED006	COORDINADOR TECNICA INDIUST	46,516.00	32,710.79	11,604.65	16,246.51	7,543.02	1,742.79	8,543.02	0.00	38.10	1,600.00	0.00	46,516.00	46,516.00
CM002	CONFADON	12,106.72	1,116.52	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,106.72	12,106.72
AN001	AUXILIAR DE SERVICIOS VARIOS	12,419.26	6,619.56	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,419.26	12,419.26



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L. J. O'Connell
1000 Ocean Drive, Apt. 8
Mifflin, Pa. 17042

Mrs. J. O'Connell
Vice President, Mifflin Co.

[Circular stamp: RECEIVED JAN 19 1964]

[Circular stamp: NATIONAL ARCHIVES]


 Tribunal Superior de Justicia de Madrid
 Sección de lo Contencioso-Administrativo
 Sala de lo Contencioso-Administrativo
 Madrid, a 14 de mayo de 2014.
 El Jefe de Sala, Sr. D. Juan Carlos Rodríguez Cordero.
 El Secretario, Sr. D. Juan Carlos Rodríguez Cordero.



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario Bruto	Bonificación	Bonificación Base	Nivel Acad.	Méritos Prof.	Adm. Serv.	Cargo	Colectiva	Directivos Adm.	Colectivo 2014	Vacaciones	Seguro Cuente	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	43,000.65	20,000.00	11,604.85	18,246.51	7,543.22	5,822.35	0.00	0.00	4.54	1,805.20	0.00	13,822.18	43,000.65
SE003	SECRETARÍA II	13,822.10	7,698.57	0.00	0.00	0.00	460.00	0.00	0.00	0.00	0.00	0.00	13,822.10	13,822.10
OB003	OFICIAL DE IMPRESOS	14,726.96	8,723.14	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,726.96	14,726.96
CT002	CATEDRÁTICO TIEMPO COMPLETO	39,515.71	34,320.11	11,604.85	18,246.51	6,382.96	3,411.39	0.00	0.00	0.00	1,805.00	0.00	31,251.17	39,515.71
CT002	CATEDRÁTICO TIEMPO COMPLETO	31,201.06	17,217.28	11,604.85	18,246.51	0.00	1,740.70	0.00	0.00	0.00	1,805.00	0.00	31,201.06	31,201.06
SE003	SECRETARÍA I	11,603.19	1,962.08	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,603.19	11,603.19
BE003	SECRETARÍA II	12,246.87	2,838.47	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,246.87	12,246.87
AL002	ASISTENTE ADMINISTRATIVO I	13,757.35	6,541.75	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,757.35	13,757.35
SE003	SECRETARÍA IV	14,723.29	7,292.59	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,723.29	14,723.29


L.C. Rafael Ocasio Turiso B. Director General de Recursos Humanos


L.C. Gerardo Martínez López Director General de Recursos Humanos



PLANILLA DE PAGO MES DE JUNIO DEL 2015

Código	Descripción	Cuando bruto	Salario base	Cuando base	Nivel Acad.	Mediana Fija	Alta Sini.	Cargo	Coactive	Quedase Admisi.	Coactive 2da F.	Vencidos	Declaro Cuanti	Total
CO0007	JEFE DE SECCION DE COMERCIALES	33.440.69	26.247.84	11.604.65	16.248.51	8.713.49	3.461.38	11.604.65	0.00	0.00	1.800.00	0.00	50.446.70	53.440.69
CO0007	CONSERV.E	10.771.35	8.034.72	0.00	0.00	0.00	480.00	0.00	0.00	0.00	0.00	11.469.44	10.771.35	22.260.79
CO0004	ASISTENTE TECNICO SACOS PANA	51.119.77	37.507.47	11.004.65	16.248.51	8.382.56	1.793.70	12.346.35	0.00	0.00	1.800.00	0.00	44.777.20	51.119.77
CI0004	CATEDRANTO POR NOMA	8.000.00	6.256.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.000.00	8.000.00
CI0002	CATEDRANTO TIEMPO COMPLETO	31.596.75	1.397.53	11.604.65	12.068.84	6.382.96	1.746.79	0.00	0.00	0.00	1.800.00	0.00	23.096.76	33.096.75
GA0007	DIABOLIZACION	11.522.49	7.356.01	0.00	0.00	0.00	480.00	0.00	0.00	0.00	0.00	0.00	11.522.49	11.522.49
CO0002	CONSERV.E	10.776.89	1.235.24	0.00	0.00	0.00	480.00	0.00	0.00	0.00	0.00	8.00	10.776.89	10.776.89
CI0002	CATEDRANTO TIEMPO COMPLETO	33.440.33	30.751.03	11.604.65	12.068.84	6.382.96	1.746.79	0.00	0.00	0.00	1.800.00	0.00	33.440.34	33.440.33
CI0002	CATEDRANTO TIEMPO COMPLETO	16.301.16	14.301.39	11.604.65	16.248.51	8.00	0.00	0.00	0.00	0.00	1.800.00	8.00	29.001.16	29.001.16

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Inspector	Salario Base	Salario Neto	Salario Base	Super Acad.	Salario Fija	Adm. Serv.	Carga	Comisión	Requisitos Adm.	Requisitos 2015	Vacaciones	Indemn. Cuarta	Total
C1003	CATEDRATICO A MEDIO TIEMPO	18,205.32	12,662.79	8,802.33	8,823.26	3,191.28	810.56	0.00	0.00	0.00	386.10	900.00	0.00	11,024.12
C0601	OFICIAL ADMINISTRATIVO	13,771.28	4,294.29	0.00	0.00	0.00	890.00	0.00	0.00	0.00	0.00	0.00	0.00	13,771.28
SE103	SECRETARIA I	11,796.13	3,398.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,796.13
M1202	MOTOGITA	11,608.18	113.13	0.00	0.00	0.00	460.00	0.00	0.00	0.00	0.00	0.00	0.00	11,608.18
C0603	CONTADOR B	13,531.79	4,833.30	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	13,531.79
C0602	CONTADOR I	13,898.07	10,225.91	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	13,898.07
SE103	SECRETARIA B	11,757.96	10,807.47	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	11,757.96
SE102	SECRETARIA I	11,731.47	27.88	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	11,731.47
A0003	ALX. SERV. ADMINISTRATIVOS	12,887.81	1,322.43	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	12,887.81


Lc. Raúl Osorio Turiso
19th Director de Recursos Humanos


Lc. Carmen Solís
1^{ra} Asesora de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario Bruto	Salario Neto	Quinto Base	Imp. Acum.	Retiro Prof.	Ahor. Seguro	Cargo	Colectivo	Directivo Adm.	Colectivo 2014	Vacaciones	Declaro Cuanti	Total
SE006	SECRETARIA DE SEDE	14,003.35	12,111.48	0.00	800.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,003.34	14,003.35
SE006	SECRETARIA DE SEDE	14,003.35	12,033.10	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	14,003.34	14,003.35
SE006	SECRETARIA DE SEDE	12,518.07	10,133.48	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,518.06	12,518.07
SE006	SECRETARIA DE SEDE	12,518.07	7,093.46	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,518.05	12,518.07
VI002	VIGILANTE	11,168.87	10,883.87	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	11,168.88	11,168.87
AS002	ASISTENTE	10,011.41	4,386.96	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,011.41	10,011.41
AS002	ASISTENTE	10,706.60	8,737.09	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,706.70	10,706.60
VI002	VIGILANTE	10,066.60	8,097.60	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,066.70	10,066.60
CO002	CONSERVATE	10,706.60	10,691.60	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,706.70	10,706.60

LC. Raul O. Luna
Jefe del Departamento de Recursos Humanos
Vice Rector Académico

LC. Carolina Torres
Jefe del Depto. de Admin. General
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FINANCIERO MORANZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MAÍIS DE JUNIO DEL 2015

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Cargo	Descripción	Salario Base	Salario Neto	Salario Base	Neto Actual	Antes Grav	Carga	Colectivo	Directivos	Colectivo	Vencimientos	Declaración	Total
CH002	COORDINADOR ADMINISTRATIVO	32,109.44	18,134.80	0.00	600.00	0.00	0.00	0.00	0.00	0.00	0.00	22,194.44	22,194.44
AS007	ASISTENTE	10,716.00	9,991.00	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	10,706.00	10,706.00
CO002	COMERCE	10,661.35	7,044.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,661.35	10,661.35
CH002	CATEDRATICO TIEMPO COMPLETO	38,872.98	32,433.75	11,604.00	16,248.51	7,543.00	1,740.70	0.00	0.00	1,800.00	0.00	24,872.98	24,872.98
CH002	CATEDRATICO TIEMPO COMPLETO	37,812.50	28,885.75	11,604.00	10,248.51	6,382.50	1,740.70	0.00	0.00	1,800.00	0.00	37,812.50	37,812.50
CH003	CATEDRATICO A MEDIO TIEMPO	18,025.32	12,475.70	5,802.50	8,122.28	3,181.28	810.70	0.00	0.00	800.00	0.00	18,025.32	18,025.32
CH039	JEFTE DE TALLER LABORATORIO METEOROLOGIA	47,038.38	32,833.06	11,604.00	18,248.51	8,382.50	3,481.40	8,723.50	0.00	1,800.00	0.00	47,038.38	47,038.38
CH002	CATEDRATICO TIEMPO COMPLETO	40,274.57	28,592.84	11,604.00	16,248.51	7,543.00	3,481.38	0.00	0.00	1,800.00	0.00	40,274.57	40,274.57
CH003	OFICIAL DE COMPUAS	18,459.82	9,003.38	0.00	600.00	0.00	0.00	0.00	0.00	0.00	0.00	18,459.82	18,459.82

L.C. Emilio Ortiz Turiso
Mtro. Director de Recursos Humanos

L.C. Carmen Isolina López Vaz
Mtro. del Departamento de Admón. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Saldo Sueldo	Saldo Mero	Saldo Bono	Saldo Alim.	Saldo Prof.	Saldo Serv.	Cargo	Colectivo	Colectivo Adquis.	Colectivo 2014	Variaciones	Saldo Cuatro	Total
C0001	CRONISTA DE MONTAÑA	16,671.75	3,241.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,430.75	16,671.75
C0002	CONSERJE	11,208.80	1,544.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,208.80	11,208.80
C0003	SECRETARÍA	13,481.36	1,478.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,481.36	13,481.36
C1000	CATEDRÁTICO A MEDIO TIEMPO	17,378.61	8,566.27	5,802.33	6,034.42	3,771.81	10,111.35	0.00	0.00	0.00	900.00	0.00	17,378.61	17,378.61
C2000	CONDUCTOR	13,438.83	3,278.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,159.96	13,438.83
C2001	OPERADOR Y ALMACENISTA	15,243.52	2,708.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,243.52	15,243.52
C2010	JEFE DE OFICINA DE TEC. ALIMENTICION	48,417.17	20,747.96	11,504.65	18,240.31	8,242.56	1,746.70	11,504.55	0.00	0.00	0.00	0.00	48,417.17	48,417.17
C2020	CATEDRÁTICO MEDIO COMPLETO	35,137.48	28,408.11	11,504.65	12,068.84	6,382.95	3,481.40	0.00	0.00	0.00	0.00	0.00	25,337.44	35,137.48
C2031	ASISTENTE TECNICO	51,738.05	17,470.87	11,504.65	18,278.51	8,382.56	3,481.39	12,154.86	0.00	0.00	0.00	0.00	48,291.40	51,738.05

El Rector
Lic. Raúl Ocampo
Jefe Departamento de Recursos Humanos

El Jefe Departamento de Recursos Humanos
Lic. Carlos Rodríguez
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORÁZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Saldo Inicial	Saldo Nuevo	Saldo Base	Inter. Acad.	Matrícula Presd.	Alus. Serv.	Cargo	Colectivo	Depositos Anterior	Colectivo 2014	Valuaciones	Prestes Cuarta	Total
GRUPO	OFICINA DE INGRESOS	48,811.79	3,341.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,458.83	58,811.79
CODIGO	CONSERVIE	11,206.80	1,544.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,206.80	11,206.80
SECCION	SECRETARIA	13,481.26	1,673.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,481.26	13,481.26
OTRO	CATEDRATICO A MEDIO TIEMPO	17,318.61	8,956.27	\$,802.23	0.00	3,771.51	870.25	0.00	0.00	0.00	0.00	0.00	17,318.61	17,318.61
CODIGO	CONTRACCIÓN	13,406.83	7,375.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,736.35	13,406.83
OTRO	OPERACION Y ALMACENAMIENTO	15,293.53	2,700.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,293.53	15,293.53
CODIGO	OTRO DE OTRO DE OTRO ALMACEN	48,417.47	20,747.96	11,004.89	16,296.51	8,362.56	1,740.70	11,604.80	0.00	0.00	0.00	0.00	48,417.47	48,417.47
OTRO	CATEDRATICO INGRESO COMPLETO	25,337.45	28,705.11	11,504.88	12,009.84	6,387.96	3,481.40	0.00	0.00	0.00	0.00	0.00	25,337.45	25,337.45
CODIGO	ADQUISICION TECNICO	51,728.09	17,470.27	11,004.85	16,296.51	6,387.96	3,481.40	12,188.88	0.00	0.00	0.00	0.00	48,897.40	51,728.09

LE. Jorge Alberto Sánchez Ríos
Vice Rector

LE. Carlos Roberto Sánchez Ríos
Vice Rector



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Base	Salario Noche	Salario Espec	Nivel Acad.	Méritos Prof.	Antes Serv.	Cargo	Colectivo	Colectivo Acumul.	Colectivo 2014	Vacaciones	Gratificación	Total
MT002	MOTONISTA	10,771.36	4,107.84	0.00	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	10,771.36
OM001	OFICIAL DE NOMINAS	16,776.06	2,938.78	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	17,827.80	0.00	16,776.06
UA002	OFICIAL DE EGRESOS	16,756.16	2,475.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,872.16	0.00	16,756.16
AA003	ASIS. SERV. ADMINISTRATIVOS	13,095.68	8,798.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,862.75	0.00	13,095.68
CT003	CATEDRÁTICO TIEMPO COMPLETO	28,454.84	12,575.24	11,004.75	17,208.84	0.00	3,481.30	0.00	0.00	0.00	1,800.00	0.00	20,254.84	28,454.84
CT002	CATEDRÁTICO TIEMPO OCASIONAL	41,810.00	17,172.84	11,004.65	16,246.51	6,703.49	2,481.40	0.00	0.00	0.00	1,800.00	0.00	41,810.00	41,810.00
CT001	CATEDRÁTICO TIEMPO COMPLETO	20,518.11	28,531.12	11,004.65	16,468.51	6,382.59	3,481.30	0.00	0.00	0.00	1,800.00	0.00	35,513.11	20,518.11
CO002	CONSERJUE	11,433.48	1,048.56	0.00	0.00	0.00	1,731.59	0.00	0.00	0.00	0.00	0.00	11,433.48	11,433.48
CT000	CATEDRÁTICO TIEMPO OCASIONAL	25,337.44	13,787.70	11,004.65	12,058.84	6,382.59	3,481.30	0.00	0.00	0.00	1,800.00	0.00	35,337.44	25,337.44

L.E. Raúl Octavio Tomás Bernal
Director General de Recursos Humanos

L.E. Germán Espinal López
Director General de Recursos Humanos

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PLANILLA DE PAGO MES DE JUNIO DEL 2015

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UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Observación	Sumo Bruto	Sumo Neto	Sumo Base	Imp. Acad.	Mercos Procl.	Mercos Bono.	Cargos	Comisión	Derechos Admón.	Colectivo 2014	Vacaciones	Otras Cuant.	Total
C2003	CATEDRÁTICO TIEMPO COMPLETO	11,281.26	11,548.79	11,024.35	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,201.80	31,201.80
SE202	SECRETARÍA I	11,494.54	6,066.42	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	11,494.54	11,494.54
CO000	COORDINADOR GRUPO ESCOLAR	14,870.89	13,684.89	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	14,870.89	14,870.89
CO001	ASISTENTE TÉCNICO	52,860.45	38,225.84	11,094.88	16,246.51	7,043.02	3,481.39	12,784.88	0.00	0.00	1,800.00	0.00	52,860.45	52,860.45
CH003	CENTINELA	13,853.67	11,064.09	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	13,853.67	13,853.67
CH003	CONFASCO II	12,400.99	10,207.82	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	12,400.99	12,400.99
VO000	VOLANTE	10,708.20	7,094.62	0.00	0.00	0.00	1,121.34	0.00	0.00	0.00	0.00	0.00	10,708.20	10,708.20
SE002	SECRETARÍA I	11,460.00	4,800.00	0.00	0.00	0.00	721.59	0.00	0.00	0.00	0.00	0.00	11,460.00	11,460.00
CO001	ASISTENTE TÉCNICO	51,898.88	28,020.32	11,804.88	16,246.51	6,382.56	3,481.39	12,784.88	0.00	0.00	1,800.00	0.00	51,898.88	51,898.88


Lic. Raúl Octavio Turiso Barrantes
Mtro. Director General de Recursos Humanos


Lic. Jorge Alberto Álvarez Torres
Mtro. del Depto. de Admón. General



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORÁZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Sueldo bruto	Sueldo neto	Sueldo base	Imp. Acad.	Beneficio Priv.	Adm. Serv.	Cargo	Colectivo	Directiva	Colectivo	Validaciones	Decenio Cuarta	Total
CT02	CATEDRÁTICO TIEMPO COMPLETO	33,596.75	11,442.47	11,604.65	12,068.54	8,202.56	11,762.10	3.00	0.00	0.00	1,800.00	0.00	33,596.75	33,596.75
CO09	JEFE DE SECCIÓN DE SOCIALES	50,535.53	42,595.94	11,504.65	16,246.51	7,543.02	1,146.70	11,604.65	0.00	0.00	1,800.00	0.00	50,535.52	50,535.53
CT09	CATEDRÁTICO A MEDIO TIEMPO	15,579.53	14,471.79	5,802.33	6,504.42	2,191.28	0.00	0.00	0.00	0.00	900.00	0.00	15,579.52	15,579.53
CT02	CATEDRÁTICO TIEMPO COMPLETO	37,774.42	34,293.03	11,604.65	16,246.51	8,202.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42	37,774.42
CT02	CATEDRÁTICO TIEMPO COMPLETO	37,774.42	17,544.46	11,604.65	16,246.51	6,202.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42	37,774.42
CO09	COORDINADOR	11,111.38	2,965.88	0.00	0.00	0.00	1,122.59	0.00	0.00	0.00	0.00	0.00	11,111.38	11,111.38
ST09	SECRETARÍA DEL RECTOR	14,000.86	10,000.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,000.86	14,000.86
CT03	CATEDRÁTICO A MEDIO TIEMPO	18,076.87	10,303.52	5,802.23	8,122.26	2,191.28	0.00	0.00	0.00	0.00	900.00	0.00	18,076.87	18,076.87
CO09	COORDINADOR PLANIFICACIÓN Y PRESUPUESTO	63,045.28	31,923.54	11,604.65	19,087.44	9,383.76	3,461.45	19,777.19	0.00	0.00	1,800.00	0.00	63,045.28	63,045.28


Lic. Raúl Osorio Ochoa
Rector de la Universidad Pedagógica Nacional
Vice Rector de Recursos Humanos




Lic. Carmen Soriano López Vázquez
Jefe del Departamento de Recursos Humanos





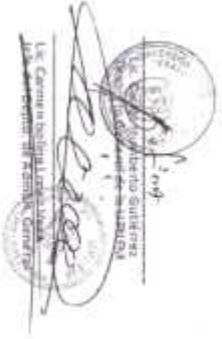
UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

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PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario Bruto	Salario Mide	Salario Base	Imped Acad.	Matrícula Prof.	Alim. Sup.	Cuota	Colectiva	Directivos Altares	Directivos Baja	Colectivos Baja	Valores	Otros Cuota	Total
BR02	BIBLIOTECARIO I	13,578.83	7,947.76	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74,494.11	49,178.00	28,053.12
CO01	AUXILIAR TÉCNICO	48,378.06	28,119.23	11,604.66	16,246.51	7,543.02	0.00	12,184.88	0.00	0.00	0.00	1,800.00	0.00	49,178.00	49,379.04
CT02	CATEDRÁTICO TIEMPO COMPLETO	38,034.88	18,897.20	11,604.66	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	1,800.00	0.00	54,034.08	54,834.88
AN02	ANALISTA PROYECTO	21,178.94	12,288.18	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,178.94	21,178.94
CT02	CATEDRÁTICO TIEMPO COMPLETO	37,774.42	11,594.02	11,604.66	16,246.51	8,382.56	1,740.70	0.00	0.00	0.00	0.00	1,800.00	0.00	37,774.42	37,774.42
CT02	CATEDRÁTICO TIEMPO COMPLETO	38,018.31	21,830.50	11,604.66	16,246.51	8,382.56	1,740.70	0.00	0.00	243.89	0.00	1,800.00	0.00	53,018.39	53,819.31
CT02	CATEDRÁTICO TIEMPO COMPLETO	37,774.42	26,777.03	11,604.66	16,246.51	8,382.56	1,740.70	0.00	0.00	0.00	0.00	1,800.00	0.00	37,774.42	37,774.42
CT02	CATEDRÁTICO TIEMPO COMPLETO	38,834.88	31,256.11	11,604.66	16,246.51	7,543.02	1,740.70	0.00	0.00	0.00	0.00	1,800.00	0.00	54,534.88	54,534.88
CO-15	JEFE DE DIRECCIÓN DE LETRAS Y L	50,533.53	14,140.36	11,604.66	16,246.51	7,543.02	1,740.70	11,604.66	0.00	0.00	0.00	1,800.00	0.00	58,533.53	58,533.53


Lic. Raúl Ortiz Gutiérrez
Jefe Departamento de Recursos Humanos


Lic. Carlos Rodríguez
Jefe Departamento de Recursos Humanos

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UNIVERSIDAD PEDAGÓGICA NACIONAL FINANCIERO MICHOLALA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario base	Salario base	Salario Base	Nivel Acad.	Wentios Prof.	Años Serv.	Cargo	Colectiva	Orientación Mensual	Colectiva 2014	Vacaciones	Orientación Cuarto	Total
CT002	CATEDRATICO TIEMPO COMPLETO	34,594.88	17,248.88	11,504.88	16,248.51	7,843.07	1,740.78	8.00	0.00	0.00	1,800.00	0.00	58,594.88	34,594.88
J0002	JEFE DEPARTAMENTO	33,094.55	20,196.27	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33,094.55	33,094.55
CD004	DIRECTOR TECNOLÓGICO DE INFORM	37,502.33	42,278.20	11,604.65	16,248.51	6,302.96	1,740.78	18,727.81	0.00	0.00	1,800.00	0.00	57,202.34	37,502.33
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	22,445.52	11,504.88	16,248.51	6,302.96	1,740.78	0.00	0.00	0.00	1,800.00	0.00	37,774.42	37,774.42
AV002	AYUDANTE SERVICIOS GENERALES	9,987.81	7,749.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,987.81	9,987.81
CT002	CATEDRATICO TIEMPO COMPLETO	38,934.88	21,668.23	11,604.65	16,248.51	7,843.07	1,740.78	0.00	0.00	0.00	1,800.00	0.00	38,934.88	38,934.88
CT002	CATEDRATICO TIEMPO COMPLETO	34,153.31	23,100.14	11,604.65	12,046.84	7,843.07	1,740.78	0.00	0.00	0.00	1,800.00	0.00	34,153.31	34,153.31
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	29,802.17	11,604.65	16,248.51	6,302.96	1,740.78	0.00	0.00	0.00	1,800.00	0.00	37,774.42	37,774.42
CD011	SECRETARIO MATRIMONIAL	49,505.30	28,594.00	11,604.65	16,248.51	7,843.07	1,740.78	11,604.42	0.00	0.00	1,800.00	0.00	49,505.30	49,505.30

Director General de Recursos Humanos
Miguel Ángel Sánchez
Vice Director de Recursos Humanos

Director General de Recursos Humanos
Miguel Ángel Sánchez
Vice Director de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Base	Salario Neto	Salario Base	Salario Anual	Moneda Privé	Moneda Senc.	Cuota	Colectivo	Inversión Anual	Colectivo 2014	Vacaciones	Incentivos	Total
COORDINADOR DE CENTRO UNIVERSITARIO		50,181.38	48,487.10	11,804.85	18,248.51	7,543.02	1,740.70	18,248.51	0.00	0.00	1,800.00	0.00	50,181.38	96,181.38
CT002	CATEDRATICO TIEMPO COMPLETO	37,774.42	28,301.02	11,804.85	18,248.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42	37,774.42
CT003	CATEDRATICO TIEMPO COMPLETO	38,534.88	23,024.32	11,804.85	18,248.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,534.88	38,534.88
AS002	ASESORIA	9,887.61	9,772.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,887.61	9,887.61
CO001	COORDINADOR DE CARRERA EDUCACION ESPECIAL	65,317.44	23,207.42	11,804.85	18,248.51	6,382.56	1,740.70	7,543.02	0.00	0.00	1,800.00	0.00	65,317.44	83,517.44
CT002	CATEDRATICO TIEMPO COMPLETO	32,774.42	28,301.02	11,804.85	18,248.51	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	32,774.42	37,774.42
SE003	SECRETARIA IV	11,151.34	7,478.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,151.34	11,151.34
CT002	CATEDRATICO TIEMPO COMPLETO	41,255.81	21,907.34	11,804.85	18,248.51	7,543.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	41,255.81	41,255.81
CT002	CATEDRATICO TIEMPO COMPLETO	31,809.05	23,724.25	11,804.85	18,248.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	31,809.05	31,809.05


L.E. Director General
Jefe del Departamento de Recursos Humanos


L.E. Director General
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

Categoría	Descripción	Unidad	Medio	Costo Base	Nivel Acad.	Horas Teó.	Alta Serv.	Carga	Colectiva	Características Adm.	Colectiva 2014	Vacaciones	Dinero Cuarta	Total
JUE DE LABORATORIO DE COMERCIO														
CO14	COMERCIO	47.000.14	27.410.17	11.604.65	10.246.51	7.540.66	1.240.70	6.172.26	0.00	0.00	1.600.00	0.00	41.038.14	47.000.14
CO19	COMERCIO	23.581.86	14.440.98	0.00	860.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23.581.86	23.581.86
CO22	CATEDRANTE COMPLETO	20.281.86	24.540.03	11.604.65	10.246.51	0.00	1.240.70	0.00	0.00	1.600.00	0.00	0.00	31.281.86	31.281.86
CO193	CONTRIBUCION TRATIS	0.440.00	3.880.94	6.172.06	0.00	0.00	0.00	0.00	0.00	0.00	770.00	0.00	9.440.00	9.440.00
CO202	OFICIAL DE PROFESORAL	16.521.35	4.464.58	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.664.00	16.521.35
CO201	OFICIAL DE TECNICO	19.281.64	5.772.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19.281.64	19.281.64
CO202	CATEDRANTE COMPLETO	38.504.88	7.543.17	11.604.65	10.246.51	7.540.00	1.240.70	0.00	0.00	0.00	1.600.00	0.00	38.004.88	38.004.88
CO202	CATEDRANTE COMPLETO	33.546.15	20.666.02	11.604.65	12.000.64	0.000.00	1.240.70	0.00	0.00	0.00	1.600.00	0.00	33.546.15	33.546.15
CO202	CATEDRANTE COMPLETO	26.473.48	22.187.92	11.604.65	12.000.64	0.00	0.00	0.00	0.00	0.00	1.600.00	0.00	26.473.48	26.473.48

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U.S. DEPT. OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION
WASHINGTON, D.C. 20535

Mr. JAMES EARL RAY
Vice President
American Express Company


LE COMMISSAIRE GÉNÉRAL
DES PRISONS DE QUÉBEC



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Base	Salario Neto	Salario Base	Inter Asad	Salario Fija	Antes Serv	Cargo	Colectivo	Colectivo Adiut	Colectivo 2014	Variaciones	Ingreso Clave	Total
CT000	CATEGORICO TIEMPO COMPLETO	34,233.72	31,725.36	11,604.65	10,746.51	6,382.96	0.00	0.00	0.00	0.00	0.00	0.00	32,830.28	34,233.72
TM001	TECN MANTENIMIENTO EQUIPO Y SISTEMA	12,783.30	1,504.18	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	13,283.30	12,783.30
AD000	AUXILIAR ADMINISTRATIVO	12,188.35	6,603.50	0.00	0.00	0.00	400.00	0.00	0.00	0.00	0.00	0.00	12,188.35	12,188.35
CO101	JEFE DE SECCION DE COMERCIO ALESS	66,539.53	28,514.35	11,604.65	16,746.51	7,543.02	1,740.70	11,204.65	0.00	0.00	1,800.00	0.00	50,830.02	66,539.53
CT000	CATEGORICO TIEMPO COMPLETO	25,473.48	23,046.93	11,604.65	17,208.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.48	25,473.48
CT000	CATEGORICO A MEDIO TIEMPO	14,825.59	13,464.54	5,802.33	8,123.26	0.00	0.00	0.00	0.00	0.00	300.00	0.00	14,825.59	14,825.59
SE008	SECRETARIA DE DECE	17,104.14	8,792.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,104.14	17,104.14
VO002	VICERRECTOR	10,180.87	8,128.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,180.87	10,180.87
CO000	CONCELEJADO	10,780.87	7,465.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,780.87	10,780.87

Lc. Raúl Octavio Zorco Bernal
Mtro. Director de Recursos Humanos

Lc. Carmen Angélica López Urea
Mtro. Subdirectora de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Invál. Acad.	Marzo Prol.	Año Serv.	Cargo	Cobertura	Destitución Anterior	Cobertura 2014	Vacaciones	Decimo Cuarto	Total
EN002	ENSEÑANZA	19,326.07	8,603.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,326.07	19,326.07
C0004	ASISTENTE TÉCNICO SECUNDARIA	46,942.10	30,873.80	11,504.65	12,088.84	6,382.56	1,740.70	13,548.35	0.00	0.00	1,800.00	0.00	46,942.10	46,942.10
CT003	CATEDRÁTICO TIEMPO COMPLETO	33,596.75	25,629.02	11,604.65	12,088.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75	33,596.75
CT002	CATEDRÁTICO TIEMPO COMPLETO	33,596.75	12,546.81	11,604.65	12,088.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75	33,596.75
CD010	COORDINADOR DE ESCUELA CHICULTÉCA	41,720.01	16,507.45	11,604.65	12,088.84	6,382.56	1,740.70	8,023.76	0.00	0.00	1,800.00	0.00	41,720.01	41,720.01
CT003	CATEDRÁTICO TIEMPO COMPLETO	27,214.19	14,268.42	11,604.65	12,088.84	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	27,214.19	27,214.19
CT002	CATEDRÁTICO TIEMPO COMPLETO	38,924.88	10,217.75	11,604.65	14,276.51	7,547.02	1,740.70	0.00	0.00	0.00	1,800.00	0.00	38,924.88	38,924.88
CT003	CATEDRÁTICO TIEMPO COMPLETO	33,596.75	24,778.79	11,604.65	12,088.84	6,382.56	1,740.70	0.00	0.00	0.00	1,800.00	0.00	33,596.75	33,596.75
CT002	CATEDRÁTICO TIEMPO COMPLETO	31,281.86	70,148.03	11,604.65	16,246.51	0.00	1,740.70	0.00	0.00	0.00	1,800.00	0.00	31,281.86	31,281.86

Lic. Raúl Ochoa - Director General de Recursos Humanos
Jefe del Departamento de Recursos Humanos

Lic. Carlos Alberto - Director General de Recursos Humanos
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAÍO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Base	Salario Neto	Salario Base	Salario Actual	Salario Fict.	Adm. Serv.	Cargo	Colectivo	Directivo	Colectivo	Varaciones	Otros Cuotas	Total
COORD.	ASISTENTE TÉCNICO ASUNTOS URBANOS	54,025.83	37,915.53	11,504.55	16,246.51	7,543.32	1,745.70	15,086.01	0.00	0.00	1,500.00	0.00	84,020.14	54,020.13
COORD.	CATEGORICO TIEMPO COMPLETO	33,096.75	26,130.02	11,504.55	12,066.84	6,382.56	1,745.70	0.00	0.00	0.00	1,500.00	0.00	11,136.79	23,596.13
COORD.	CATEGORICO TIEMPO COMPLETO	27,774.42	24,026.49	11,504.55	16,246.51	6,382.56	1,745.70	0.00	0.00	0.00	1,000.00	0.00	21,774.42	37,774.42
COORD.	CATEGORICO A MEDIO TIEMPO	16,526.87	14,276.77	5,802.32	6,504.41	3,191.28	0.00	0.00	0.00	0.00	800.00	0.00	13,503.02	15,526.87
COORD.	CATEGORICO A MEDIO TIEMPO	16,800.82	13,990.85	5,802.32	6,504.42	3,191.28	0.00	0.00	0.00	0.00	800.00	0.00	13,590.02	15,590.82
COORD.	CATEGORICO A MEDIO TIEMPO	12,774.42	11,563.85	5,802.32	6,504.41	0.00	0.00	0.00	0.00	22.89	800.00	0.00	12,796.02	12,795.82
COORD.	ADMINISTRADOR DE REDES	19,541.13	13,797.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,741.17	19,541.13
COORD.	CATEGORICO A MEDIO TIEMPO	18,016.87	8,444.51	5,802.32	6,127.28	3,191.28	0.00	0.00	0.00	0.00	800.00	0.00	18,016.88	18,016.87
COORD.	CATEGORICO TIEMPO COMPLETO	26,033.72	22,725.94	17,804.85	16,246.51	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	26,033.72	26,033.72

L.E. RAUL OLAYA
MIRADOR DE RECURSOS HUMANOS
VIZC. SECTOR ADMINISTRATIVO

L.E. CARMEN RODRÍGUEZ VÁZQUEZ
MIRADOR DE RECURSOS HUMANOS
VIZC. SECTOR ADMINISTRATIVO



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Base	Salario Neto	Salario Paga	Alínea Aorta	Motivos Prof.	Alínea Berra	Carga	Colectivo	Operación Adm.	Colectivo 2014	Vacaciones	Declaro Cuarta	Total
COORDINADOR DE CARRERA		45,317.44	32,399.81	11,004.05	16,246.51	0.302.58	1,741.70	2,543.02	0.00	0.00	1,800.00	0.00	45,317.44	45,317.44
COORDINADOR														
CT002	CATEMATICO TRIMINO COMPLETO	37,774.42	24,561.03	11,804.65	16,246.51	0.302.58	1,741.70	0.00	0.00	0.00	1,800.00	0.00	37,774.42	37,774.42
CT002	CATEMATICO TRIMINO COMPLETO	38,504.88	23,350.20	11,504.85	16,246.51	7,242.02	1,741.70	0.00	0.00	0.00	1,800.00	0.00	37,194.18	38,504.88
CT002	CATEMATICO TRIMINO COMPLETO	33,036.75	26,813.02	11,804.65	12,068.84	6,382.56	1,741.70	0.00	0.00	0.00	1,800.00	0.00	27,214.20	33,036.75
CT002	CATEMATICO TRIMINO COMPLETO	31,806.25	9,452.11	11,804.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	31,806.04	31,806.04
CT002	CATEMATICO TRIMINO COMPLETO	31,806.09	18,591.37	11,804.65	12,068.84	6,382.56	0.00	0.00	0.00	0.00	1,800.00	0.00	31,805.84	31,805.84
COORDINADOR	ASISTENTE TECNICO	41,826.04	16,202.26	11,504.85	16,246.01	0.00	0.00	12,164.88	0.00	0.00	1,800.00	0.00	41,826.04	41,826.04
CT002	CATEMATICO TRIMINO COMPLETO	28,651.16	27,801.19	11,804.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	29,621.16	28,651.16
COORDINADOR	OFICIAL ADMINISTRATIVO I	30,428.80	16,564.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,422.53	18,707.34	28,837.80

L.C. Director General de Recursos Humanos
Dr. Felipe De la Cruz
Vice Rector Académico

L.C. Director General de Recursos Humanos
Dr. Felipe De la Cruz
Vice Rector Académico



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Base	Salario Mín.	Salario Base	Novel Acad.	Merito Prof.	Merito Serv.	Cargo	Colectivo	Directivos	Colectivo	Vacaciones	Dominio Curso	Total
MAESTRO	MAESTRO COMPLETO	11,750.76	13,743.37	8.20	0.00	3.00	6.20	0.00	0.00	0.00	0.00	0.00	13,750.76	16,700.76
SECCION	SECCION TAREA III	10,267.60	1,000.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,267.60	14,267.60
CTOD	CATEDRATICO TIEMPO COMPLETO	29,473.49	21,190.50	11,604.65	12,568.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	21,473.50	28,473.49
BECDU	BECDU TAREA I	8,837.12	1,296.80	8.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,837.12	8,837.12
CTOD	CATEDRATICO TIEMPO COMPLETO	29,451.18	27,079.34	11,604.65	16,296.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	21,451.18	28,451.18
CMOD	CONJUNTO I	10,807.40	8,860.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,807.40	14,807.40
COMU	COMUNIC	9,387.12	1,379.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,387.12	9,387.12
CTOD	CATEDRATICO TIEMPO COMPLETO	29,651.16	15,265.36	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	21,651.16	28,651.16
BIOD	BIODOTICARIO I	9,287.12	1,775.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,787.12	9,287.12


L.C. FRANCISCO MORAZÁN
DIRECTOR GENERAL
Vice Rector Administrativo


L.C. CARLOS JUAN LÓPEZ VIVER
Rector General
Vice Rector Administrativo



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORUA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGOS MES DE JUNIO DEL 2015

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Cargo	Descripción	Salario Bruto	Salario Neto	Salario Base	Bono Anual	Mejoría Prof.	Alm. Serv.	Cargo	Colectivo	Quintana Admón.	Colectivo 2014	Variaciones	Quinto Cuatr.	Total
COORD	COORDENADOR	9,387.12	5,871.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,387.12	17,541.29
MT002	MOTOMISTA	8,387.12	2,510.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,387.12	17,541.29
CT002	CATEDRÁTICO TIEMPO COMPLETO	26,033.72	25,129.94	11,804.00	16,246.51	8,387.56	0.00	0.00	0.00	0.00	1,800.00	0.00	26,033.72	26,033.72
TO002	TRANSACCIONISTA DE DATOS	10,827.83	4,429.83	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,827.83	19,642.80
BI002	BIENOTECORISTA	9,387.12	9,122.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,387.12	17,641.29
AD000	ADMINISTRADOR DE SISTEMA	11,077.83	4,828.83	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,077.83	11,077.83
CT002	CATEDRÁTICO TIEMPO COMPLETO	25,473.48	15,004.89	11,804.00	12,068.04	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,473.48	25,473.48
TS001	TECNICO SOPORTE REDES Y PCS	13,172.19	7,106.55	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,172.19	13,172.19
CT002	CATEDRÁTICO TIEMPO COMPLETO	26,033.72	12,703.82	11,804.00	16,246.51	8,387.56	0.00	0.00	0.00	0.00	0.00	0.00	26,033.72	26,033.72





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Carga	Descripción	Suma Inicial	Suma Mens	Suma Base	Nivel Acad.	Méritos Prof.	Años Serv.	Carga	Correctivo	Derechos Académ.	Colectivo 2014	Valores	Intereses Cuota	Total
CT003	CATEGORICO A MEDIO TIEMPO	78,078.87	7,852.57	5,882.53	8,173.26	3,191.28	0.00	0.00	0.00	0.00	300.00	0.00	13,071.00	18,071.87
CT003	CATEGORICO TIEMPO COMPLETO	29,830.78	26,479.94	11,004.05	10,246.01	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,037.00	29,830.78
TR003	TECNICO SUPLENTE FICHERO Y PCTE	10,088.47	8,064.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,037.46	10,088.47
CT003	CATEGORICO A MEDIO TIEMPO	14,833.57	9,445.17	5,882.53	8,173.26	0.00	0.00	0.00	0.00	0.00	300.00	0.00	14,424.00	14,833.57
CO001	ASISTENTE TECNICO	41,230.04	36,003.57	11,004.05	10,246.01	0.00	0.00	12,194.86	0.50	0.00	1,800.00	0.00	41,200.84	41,230.04
GA002	GUARDALIBROS	9,397.12	9,122.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,097.12	9,397.12
AM002	ASISTENTE DE CONTABILIDAD	10,180.87	9,387.21	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	10,180.87	10,180.87
CO002	CONSERJE	5,397.12	2,065.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,095.80	5,397.12
CT002	CATEGORICO TIEMPO COMPLETO	25,473.48	23,795.93	11,004.05	12,004.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	20,412.50	25,473.48


Lic. Jorge Alberto Alvarado
Director General de Recursos Humanos


Lic. Carmen Lidia López Vela
Jefe del Departamento de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORUA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargos	Descripciones	Salario Base	Salario Fijo	Salario Base	Salario Acad.	Beneficio Fij.	Salario Base	Cargos	Colectiva	Colectiva Adquis.	Colectiva 2014	Vacaciones	Decisiones	Total
CT002	CATEDRÁTICO TERNERO COMPLETO	25,473.49	15,241.83	11,004.63	12,268.84	0.00	0.00	0.00	0.00	0.00	1,300.00	0.00	25,473.49	25,473.49
CD007	ASISTENTE TÉCNICO ACADÉMICO CARR. FÍSICO	37,658.37	21,754.95	11,004.63	12,268.84	0.00	0.00	12,184.88	0.00	0.00	1,800.00	0.00	37,658.37	37,658.37
CD009	ASISTENTE TÉCNICO	41,636.04	21,081.85	11,004.63	14,306.57	0.00	0.00	12,184.88	0.00	0.00	1,800.00	0.00	41,636.04	41,636.04
CT002	CATEDRÁTICO TERNERO COMPLETO	25,651.16	24,143.94	11,004.63	14,268.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,651.16	25,651.16
CT002	CATEDRÁTICO TERNERO COMPLETO	25,423.49	17,678.53	11,004.63	12,088.94	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	25,423.49	25,423.49
CT003	CATEDRÁTICO A MEDIO TERNERO	18,725.57	44.94	5,802.32	8,133.26	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	18,725.57	18,725.57
TA003	TÉCNICO EN COMPUTACIÓN	10,755.46	5,278.53	0.00	8,133.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,755.46	10,755.46
CT002	CATEDRÁTICO TERNERO COMPLETO	26,033.72	23,412.40	11,004.63	14,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	26,033.72	26,033.72
CT002	CATEDRÁTICO TERNERO COMPLETO	26,033.72	20,608.95	11,004.63	14,246.51	8,382.94	0.00	0.00	0.00	0.00	1,800.00	0.00	26,033.72	26,033.72

L.E. Raúl Ocasio
Director General de Recursos Humanos
Vice Rector Académico

L.E. Carmen Lidia López Viera
Directora General de Recursos Humanos
Vice Rector Académico



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZA
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Categoría	Descripción	Salario Base	Salario Noche	Salario Base	Mezcla Asist.	Mezcla Fija	Salario Extra	Categoría	Colectiva	Colectiva Adm.	Colectiva 2014	Vacaciones	Derechos Cuartos	Total
COORDINADOR LABORATORIO		10,995.68	5,073.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,995.68
CI902	CATEDRÁTICO TIEMPO COMPLETO	29,631.16	13,860.70	11,804.05	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	0.00	29,631.16
CI903	CATEDRÁTICO TIEMPO COMPLETO	29,631.49	20,277.83	11,804.66	12,298.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	0.00	29,631.49
CI907	CATEDRÁTICO TIEMPO COMPLETO	26,033.72	20,535.50	11,804.03	16,246.51	6,362.56	0.00	0.00	0.00	0.00	1,800.00	0.00	0.00	26,033.72
CI908	CATEDRÁTICO TIEMPO COMPLETO	29,473.48	22,406.93	11,804.03	12,298.84	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	0.00	29,473.48
CI909	CATEDRÁTICO TIEMPO COMPLETO	29,631.16	18,883.34	11,804.05	16,246.51	0.00	0.00	0.00	0.00	0.00	1,800.00	0.00	0.00	29,631.16
CI909	CATEDRÁTICO TIEMPO COMPLETO	26,033.72	27,703.34	11,804.03	16,246.51	6,362.56	0.00	0.00	0.00	0.00	1,800.00	0.00	0.00	26,033.72
AYUD. ANALISTA PROGRAMADOR		14,509.60	14,234.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,509.60
AYUD. AUXILIAR ADMINISTRATIVO		12,208.28	16,220.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,208.28

Roberto J. López
CATEDRÁTICO TIEMPO COMPLETO
Módulo de Recursos Humanos

L. C. Carmen Dolina López Vela
Módulo de Recursos Humanos



UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

Cargo	Descripción	Salario Base	Salario Mín.	Salario Base	Mez. Acad.	Beneficio Prof.	Mez. Serv.	Cargo	Colectivo	Gratificación	Colectivo	Vacaciones	Desem. Común	Total
CT002	CATEDRÁTICO TIEMPO COMPLETO	25.473.49	23.198.93	11.604.65	12.068.84	0.00	0.00	0.00	0.00	0.00	1.000.00	0.00	26.473.00	25.473.49
CT002	CATEDRÁTICO TIEMPO COMPLETO	25.473.49	20.098.98	11.604.55	12.068.84	0.00	0.00	0.00	0.00	0.00	1.000.00	0.00	26.473.50	25.473.49
CA001	GUARDIA NOCHE	11.000.00	4.693.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.000.00	11.000.00
CT002	CATEDRÁTICO TIEMPO COMPLETO	28.081.16	20.441.94	11.604.55	16.296.51	0.00	0.00	0.00	0.00	0.00	4.000.00	0.00	29.081.16	28.081.16
TR003	TECNICO EN COMPUTACION	9.216.72	7.753.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.216.72	9.216.72
CA003	OFICIAL DE ENTRENAMIENTO	13.308.28	10.083.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13.308.28	13.308.28
BR002	BIENESTAR	9.216.72	8.345.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.216.72	9.216.72
BR002	BIENESTAR	8.489.28	7.350.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.489.28	8.489.28
BR002	BIENESTAR	8.489.28	7.350.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.489.28	8.489.28
BR002	BIENESTAR	8.489.28	7.350.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.489.28	8.489.28

LC. María Cecilia
Mesa Directora de Recursos Humanos
Vice Rectora

LC. María Cecilia
Mesa Directora de Recursos Humanos
Vice Rectora

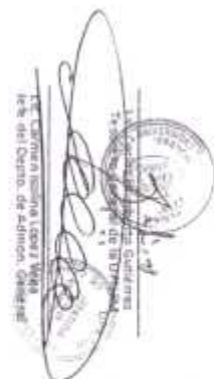


UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

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Cargo	Desempeño	Puesto Base	Salario Base	Salario Base	Super Acad.	Beneficio Prof.	Antes Bony.	Cargo	Colectivo	Directivo	Colectivo	Vacaciones	Salario Cuota	Total
ANEXO	ALUMNOS DE SERVICIOS ESPECIALES	8,489.28	6,527.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28	8,489.28
CC000	CONSTRUT	8,489.28	3,461.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28	8,489.28
TX003	TECNICO EN CONSTRUCCION	8,489.28	8,977.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28	8,489.28
CC004	CARERO	8,489.28	2,325.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28	8,489.28
CA002	OFICIAL ADMINISTRATIVO I	10,000.00	9,835.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00	10,000.00
SE001	SECRETARIA	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28	8,489.28
MO002	MEDICO ODONTOLÓGICO	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28	8,489.28
EN002	INGENIERO EN ELECTRICIDAD	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28	8,489.28
AS002	ASEADOR	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28	8,489.28





UNIVERSIDAD PEDAGÓGICA NACIONAL FRANCISCO MORAZÁN
DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MÁS DE JUNIO DEL 2015

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Cargo	Descripción	Suma bruta	Suma neta	Suma base	Imp. Acas	Imp. Prol.	Alim. Serv.	Cargo	Colectivo	Oportunidad Adm.	Costos 2014	Variaciones	Declaro Cuentas	Total
0000	SECRETARÍA	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,400.28	8,489.28
0000	VICERRECTOR	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,400.28	8,489.28
0000	VICERRECTOR	8,489.28	8,314.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,400.28	8,489.28
0000	ASISTENTE	8,489.28	8,489.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28	8,489.28
0100	CATEGORICO FIBRO CONCRETO	27,851.16	24,818.44	11,804.82	18,246.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,851.16	27,851.16
0000	GUARDIA NOTEN	8,489.28	7,714.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,489.28	8,489.28
0000	OFICIAL ADMINISTRATIVO	12,000.00	11,225.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,000.00	12,000.00
0000	CONDUCTOR	10,000.00	998.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00	10,000.00
0100	CATEGORICO FIBRO CONCRETO	23,673.49	20,749.43	11,804.82	13,088.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,673.49	23,673.49

Dr. Sergio Alvarado Alvarado
Director General de Recursos Humanos
Vice Rector Académico

Dr. Sergio Alvarado Alvarado
Director General de Administración
Vice Rector Académico



DEPARTAMENTO DE RECURSOS HUMANOS

PLANILLA DE PAGO MES DE JUNIO DEL 2015

Categoría	Descripción	Salario Bruto	Salario Neto	Salario Base	Mezcla Actual	Mezcla Prof.	Alto Sur	Cargo	Colaborador	Origen de Asignación	Colaborador 2014	Vacaciones	Destino Cuota	Total
ADOD	ADMINISTRADOR DE RECURSOS	13,391.78	12,713.28	9.00	12,480.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,598.28	26,718.56
CTOD	CATEGORICO TIEMPO COMPLETO	27,801.96	23,779.44	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,451.16	55,272.33
SAOD	TECNICO AUDIOMUSICAL	11,884.83	11,600.83	11,884.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,810.08	13,505.17
BOOD	BIBLIOTECARIO	8,000.00	8,825.00	8,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,250.00	14,275.00
CTOD	CATEGORICO TIEMPO COMPLETO	23,981.16	25,378.84	11,604.65	16,246.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,250.00	27,891.16
TOT	TOTAL	23,698,833.01	13,842,959.07	4,786,380.32	6,233,757.24	2,500,393.82	2,728,445.77	1,907,758.48	23,480.00	224,822.81	778,986.09	278,871.56	27,336,885.50	47,128,827.31

Jorge Alberto Aguilar Flores
Vice Rector Administrativo

Lc. Carmen Cecilia Lucero Viquez
Jefe del Departamento de Asesoría General