



INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 01-15 DE MAYO DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	GUARDERÍA	OTRAS GRAV PAGO	PRIMA DE ANTIGÜEDAD (QUINQUENIO)	TOTAL PERCEP. GRAVADAS	TOTAL PERCEPCION	IMPORTE DE LA PENSION	IMPORTE DE LA PENSION	IMPORTE DE LA PENSION	IMPORTE DE LA PENSION	IMPORTE DE LA PENSION	IMPORTE DE LA PENSION	IMPORTE DE LA PENSION	SUBSIDIO AL EMPLEO PAGAR	TOTAL A PAGAR EN EFECTIVO	TOTAL VALES DE DESPENSA	
TSM-AD-008	LUNA OLEA MARIA VIDAL	15	754.54	11,318.08		385.50	446.00	-	430.09	12,194.17	12,579.67	2,099.38	1,188.40	-	-	-	-	-	3,287.78	-	8,906.39	385.50
TSM-AD-007	HERNANDEZ SANDOVAL ARMANDO	15	230.35	3,455.23		385.50	-	-	131.30	3,586.52	3,972.02	178.73	362.80	959.26	-	-	34.55	1,535.34	-	2,051.18	385.50	
TSM-AD-005	DE LA CRUZ PEÑA ANA GABRIELA	15	242.09	3,631.39		385.50	-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,077.99	-	-	36.31	1,807.79	-	1,961.59	385.50	
TSM-AD-006	DE SANTIAGO CHAVEZ ESTEBAN	15	219.23	3,288.43		385.50	-	-	124.96	3,413.39	3,798.89	142.19	345.29	1,462.22	-	-	32.88	1,982.58	-	1,430.81	385.50	
TSM-AD-011	RUBIO GRADILLA CLAUDIA ELIZABETH	15	242.09	3,631.39		385.50	-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,170.00	-	-	36.31	1,899.80	-	1,869.58	385.50	
TSM-AD-004	ARANGO CHAVEZ JOSE DE JESUS	15	171.34	2,570.09		385.50	-	-	97.86	2,667.76	3,053.26	40.82	269.86	584.00	-	-	25.70	920.38	-	1,747.38	385.50	
TSM-AD-013	BELTRAN DE LA CRUZ DOLORES EFRAIN	15	163.00	2,445.02		385.50	-	-	92.91	2,537.94	2,923.44	11.69	256.73	625.00	-	-	24.45	917.87	-	1,620.06	385.50	
TSM-AD-016	FLORES JERONIMO JESUS	15	534.94	8,024.08		385.50	-	-	152.46	8,176.53	8,562.03	1,199.32	842.53	2,675.00	-	-	-	4,716.85	-	3,459.69	385.50	
TSM-AD-017	MEDINA MORAN JAIME	15	267.36	4,010.38		385.50	-	-	76.20	4,086.57	4,472.07	362.94	421.09	1,867.49	-	-	40.10	2,891.62	-	1,394.95	385.50	
TSM-AD-018	ROBLES VARGAS KARINA	15	230.35	3,455.23		385.50	446.00	-	65.65	3,966.87	4,352.37	343.79	382.80	1,571.60	-	-	34.55	2,312.74	-	1,654.14	385.50	
TSM-AD-020	GOMEZ CARDENAS LUIS ALBERTO	15	873.01	13,095.19		385.50	-	-	248.81	13,344.00	13,729.50	2,369.82	1,374.99	-	-	-	-	3,744.82	-	9,599.18	385.50	
TSM-AD-023	DE LA CRUZ PEÑA JULIAN	15	219.23	3,288.43		385.50	-	-	-	3,288.43	3,673.93	128.60	345.29	1,357.77	-	-	32.88	1,864.54	-	1,423.90	385.50	
TSM-AD-024	PEÑA HERNANDEZ ANDRES	15	148.13	2,221.95		385.50	-	-	-	2,221.95	2,844.54	-	233.30	741.00	-	-	22.22	998.52	37.08	1,262.51	385.50	
TSM-AD-026	VARGAS ARECHIGA LILIANA	15	148.19	2,222.89		385.50	446.00	-	-	-2,668.89	3,054.39	40.94	283.40	851.76	-	-	22.23	1,148.34	-	1,520.56	385.50	
TSM-AD-030	CASILLAS MARTINEZ FRANCISCO RAFAEL	15	198.84	2,982.67		385.50	-	-	-	2,982.67	3,368.17	75.08	313.18	829.00	-	-	29.83	1,247.09	-	1,735.58	385.50	
TSM-AD-031	ROSALES SANCHEZ ROBERTO SERGIO	15	198.84	2,982.67		385.50	-	-	-	2,982.67	3,368.17	75.08	313.18	-	-	-	29.83	418.09	-	2,564.58	385.50	
TSM-AD-032	ARANGO GARCIA YESENIA	15	198.84	2,982.67		385.50	446.00	-	-	3,428.67	3,814.17	143.86	313.18	215.60	-	-	29.83	702.66	-	2,726.01	385.50	
TSM-AD-033	GONZALEZ PEÑA LILIANA	15	180.11	2,701.67		385.50	892.00	-	-	3,593.67	3,979.17	179.51	283.68	-	-	-	27.02	480.20	-	3,103.47	385.50	
TSM-AD-035	VARGAS ARECHIGA EMA SARAHÍ	15	141.58	2,123.69		385.50	446.00	-	-	2,569.69	2,955.19	15.15	222.99	-	-	-	21.24	259.37	-	2,310.32	385.50	
TSM-AD-037	PEÑA ULLOA JOSE VICTORIANO	15	534.94	8,024.08		385.50	-	-	152.46	8,176.53	8,562.03	1,199.32	842.53	2,150.31	-	-	-	4,192.16	-	3,994.38	385.50	
TSM-AD-038	ALANIS VARGAS ALEGANDRA MAGALI	15	230.35	3,455.23		385.50	-	-	-	3,455.23	3,840.73	148.75	362.80	-	-	-	34.55	544.10	-	2,911.13	385.50	

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 01-15 DE MAYO DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	GUARDERÍA	OTRAS GRAY Pesaje	PRIMA DE ANTIGUEDAD (QUINGUENO)	TOTAL PERCEP. GRAVADAS	TOTAL PERCEPCION	IMPORTE	CUOTA DE PENSION	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	SUBSIDIO AL EMPLEO PAGAR	TOTAL A PAGAR EN EFECTIVO	TOTAL VALES DE DESPENSA	
ITSM-AD-041	CHAVEZ PEÑA MAIDA MARCELINA	15	141.58	2,123.69		385.50	-	-	-	2,123.69	2,570.92	-	222.99	300.00	-	-	-	21.24	544.22	61.73	1,641.19	385.50
ITSM-AD-042	GOMEZ GONZALEZ JOSE GABRIEL	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	-	-	-	-	-	2,009.28	-	6,014.79	385.50
ITSM-AD-043	ROMERO SANCHEZ EVERARDO	15	141.58	2,123.69		385.50	-	-	-	2,123.69	2,570.92	-	222.99	-	-	-	-	21.24	244.22	61.73	1,941.19	385.50
ITSM-AD-044	GUZMAN VELASCO HECTOR ERNESTO	15	873.01	13,095.19		385.50	-	-	-	13,095.19	13,480.69	2,311.30	1,374.98	1,489.84	-	-	-	-	5,176.14	-	7,919.05	385.50
ITSM-AD-045	MEDRANO GUZMAN FRANCISCO JAVIER	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	-	-	-	-	-	2,009.28	-	6,014.79	385.50
ITSM-AD-047	LOPEZ MENDEZ KARINA	15	180.11	2,701.63		385.50	892.00	-	-	3,593.63	3,979.13	179.50	283.67	-	-	-	-	27.02	490.19	-	3,103.44	385.50
ITSM-AD-048	VALDES AMARAL ADRIANA DEL REFUGIO	15	219.23	3,288.47		385.50	446.00	-	-	3,734.47	4,119.97	306.60	345.29	-	-	-	-	-	651.89	-	3,082.58	385.50
ITS-AD-049	BOTELLO CARMONA MARIO	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	1,338.00	-	-	-	-	3,347.28	-	4,676.79	385.50
ITSM-AD-051	CONTRERAS,GONZALEZ ROBERTO	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	-	-	-	285.05	-	2,285.05	385.50
ITSM-AD-052	RANGEL TORO GABRIEL	15	131.36	1,970.41		385.50	-	-	-	1,970.41	2,429.53	-	206.89	493.00	-	-	-	-	699.89	73.61	1,344.13	385.50
ITSM-AD-053	RODRIGUEZ FLORES ELISEO	15	131.36	1,970.41		385.50	-	-	-	1,970.41	2,429.53	-	206.89	-	-	-	-	-	206.89	73.61	1,837.13	385.50
ITSM-AD-054	CONTRERAS PACHECO JUAN JOSE	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40	-	-	-	-	-	3,081.73	-	8,236.37	385.50
ITSM-AD-055	FELIX LERMA MARCO VINICIO	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40	3,773.00	-	-	-	-	6,854.73	-	4,463.37	385.50
ITSM-AD-056	LARES GARCIA JORGE ISAAC	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	-	-	-	285.05	-	2,285.05	385.50
ITSM-AD-057	GRAVE ESPARZA JOSE RICARDO	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40	-	-	-	-	-	3,081.73	-	8,236.37	385.50
ITSM-AD-058	CASTILLO PALACIOS LUIS ENRIQUE	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	-	-	-	285.05	-	2,285.05	385.50
		555.00	12,328.05	184,920.80		14,263.50	4,460.00	-	1,848.40	191,229.28	205,800.54	21,409.58	19,416.68	25,532.04	-	-	-	583.98	66,933.29	307.76	124,603.75	14,263.50

36,332.78

[Signature]
ELABORÓ
LIC. FRANCISCO JAVIER MEDRANO GUZMÁN
JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS GENERALES

REVISÓ
ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZÓ
M.V Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL



SECRETARÍA DE EDUCACIÓN Y TECNOLOGÍA
INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA



NOMINA DOCENTES 01-16 DE MAYO DEL 2015

CODIGO INTERNO	NOMBRE	SALARIO						PERCEPCIONES						DEDUCCIONES						RESUMEN DE PAGO				
		HORAS TRABAJADAS A	HORAS TRABAJADAS B	X HORAA	X HORAB	SUELDOS HORAS A	SUELDOS HORAS B	SUELDO ACTUAL	DESPENSA \$19.28	MATERIAL DIDACTICO \$10.95	GUARDERIA	PRIMA DE ANTIGÜEDAD (CUMPLIMIENTO EN SUeldo)	TOTAL PERCEPCION	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	SUBSIDIO AL EMPLEO PAGAR	TOTAL PAGAR EFECTIVO	TOTAL PAGAR DESPENSA		
ITSM-DO-008	VELASCO FELICIANO	7.5	0.00	305.5	348.3	2291.25	0	2,291.25	144.60	82.13		91.65	#	2,609.63	3.76	240.58	0	22.91	\$0.00		267.26	2,167.77	144.60	
ITSM-DO-001	GONZALEZ RODRIGUEZ RIGOBERTO	12.0	7.5	305.5	348.3	3666	2612.25	6,278.25	375.96	213.53		251.13	#	7,118.87	893.10	659.22	1,888.00	62.78			3,601.09	3,141.81	375.96	
ITSM-DO-010	GUZMAN HERNANDEZ JUAN DANIEL	10.0	0.0	305.5	348.3	3055	0	3,055.00	192.80	109.50		122.20	#	3,479.50	128.41	320.78	873.00	30.55			1,352.73	1,933.97	192.80	
ITSM-DO-017	SOSA BECERRA JOSE EMANUEL	12.0	7.5	305.5	348.3	3666	2612.25	6,278.25	375.96	213.53		125.57	#	6,993.30	866.27	659.22		62.78			1,588.27	5,029.07	375.96	
ITSM-DO-021	CARDENAS MENDOZA ALTAGRACIA	5.5	7.5	305.5	348.3	1680.25	2612.25	4,292.50	250.64	142.35	289.90		#	4,975.39	474.18	450.71	1,431.00	42.93			2,398.82	2,325.93	250.64	
ITSM-DO-023	SANTANA DE SANTIAGO MARIA DEL ROCIO	11.0	7.5	305.5	348.3	3360.5	2612.25	5,972.75	356.68	202.58	412.55		#	6,944.56	859.98	627.14	1,655.00	59.73			3,201.85	3,388.03	356.68	
ITSM-DO-024	ORTEGA FLORES BRENDA YERANIA	19.5	0.0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53	434.85		#	6,991.59	863.77	625.51		59.27			1,548.86	5,056.77	375.96	
ITSM-DO-028	VICENCIO VELASCO KIMBERLY	2.0	0.0	305.5	348.3	611	0	611.00	38.56	21.90	89.20		#	760.66		64.16		6.11			70.27	165.65	817.49	38.56
ITSM-DO-029	AMARAL ACOSTA ARACELI	11	7.5	305.5	348.3	3360.5	2612.25	5,972.75	356.68	202.58			#	6,532.01	771.86	627.14		59.73			1,458.73	4,716.60	356.68	
ITSM-DO-030	CARDENAS MENDOZA FEDERICO EUGENIO	6.5	0	305.5	348.3	1985.75	0	1,985.75	125.32	71.18			#	2,182.25		208.50	1,254.74	19.86	\$0.00		1,483.10	68.07	641.90	125.32
ITSM-DO-032	MORENO URIBE PEDRO OSWALDO DE JESUS	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			#	6,546.74	770.89	625.51		59.57			1,455.97	4,714.80	375.96	
ITSM-DO-033	RANGEL GOMEZ JAIR DE JESUS	18.5	0	305.5	348.3	5651.75	0	5,651.75	356.68	202.58			#	6,211.01	703.29	593.43	1,570.00	56.52			2,923.25	2,931.08	356.68	
ITSM-DO-036	VILLALVAZO RIVERA JOSE BENJAMIN	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			#	6,546.74	770.89	625.51		59.57			1,455.97	4,714.80	375.96	
ITSM-DO-037	IBAÑEZ MARTINEZ ADRIANA	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			#	6,546.74	770.89	625.51	1,324.00	59.57			2,779.97	3,390.60	375.96	
ITSM-DO-038	RODRIGUEZ LOPEZ ERIKA CITLALI	19	0	305.5	348.3	5804.5	0	5,804.50	366.32	208.05	423.70		#	6,802.57	827.59	609.47		58.05	\$0.00		1,495.11	4,941.14	366.32	
ITSM-DO-025	FREGOSO GARCIA MARIA DE JESUS	11	0	305.5	348.3	3360.5	0	3,360.50	212.08	120.45			#	3,693.03	149.54	352.85	707.00	33.61			1,243.00	2,237.95	212.08	
ITSM-DO-039	GUZMAN DE SANTIAGO SENEN	18.5	0	305.5	348.3	5651.75	0	5,651.75	356.68	202.58			#	6,211.01	703.29	593.43					1,286.73	4,557.60	356.68	



NOMINA DOCENTES 01-15 DE MAYO DEL 2015

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

CODIGO INTERNO	NOMBRE	SALARIO						PERCEPCIONES						DEDUCCIONES						RESUMEN DE PAGO				
		HORAS TRABAJADAS A	HORAS TRABAJADAS B	X HORAS A	X HORAS B	SUELDOS HORAS A	SUELDOS HORAS B	SUELDO ACTUAL	DESPENSA \$19.28	MATERIAL DIDACTICO \$10.95	GUARDERIA	PRIMA DE ANTIGÜEDAD (QUINQUENIO)	SUBSIDIO	TOTAL PERCEPCION	PREVIDENTE	REDUCCION POR INCAPACIDAD	IMPORTE DE LA CUOTA DE CREDITO	IMPORTE DE LA CUOTA DE DEUDA	IMPORTE DE LA CUOTA DE FIANZA	IMPORTE DE LA CUOTA DE PAGO	TOTAL PAGO EMPLEO PAGAR	TOTAL PAGO EMPLEO EFECTIVO	TOTAL PAGO EMPLEO DESPENSA	
ITSM-DO-040	RODRIGUEZ LOPEZ GERARDO	17.5	0	305.5	348.3	5346.25	0	5,346.25	337.40	191.63		#	5,875.28	635.70	561.38						1,250.52	4,287.36	337.40	
ITSM-DO-041	CEJA ANAYA JOSE LUIS	17	0	305.5	348.3	5193.5	0	5,193.50	327.76	186.15		#	5,707.41	601.90	545.32						1,147.22	4,232.43	327.76	
ITSM-DO-042	COLMENARES CONTRERAS VICTOR MANUEL	11.5	0	305.5	348.3	3513.25	0	3,513.25	221.72	125.93		#	3,860.90	184.46	368.89						553.35	3,085.82	221.72	
ITSM-DO-043	DOMINGUEZ MENDOZA PEDRO ALONSO	10.5	0	305.5	348.3	3207.75	0	3,207.75	202.44	114.98		#	3,525.17	132.33	336.81						469.14	2,853.58	202.44	
ITSM-DO-044	HERNANDEZ PEÑA MARIA AMELIA	7.5	0	305.5	348.3	2291.25	0	2,291.25	144.60	82.13		#	2,517.98		240.58						240.58	2,139.00	144.60	
ITSM-DO-045	RAMIREZ RAMIREZ FAUSTINO	10	0	305.5	348.3	3055	0	3,055.00	192.80	109.50			3,357.30	115.11	320.78						435.89	2,728.61	192.80	
ITSM-DO-046	FLORES CUriEL JOSE MANUEL	10	0	305.5	348.3	3055	0	3,055.00	192.80	109.50			3,357.30	115.11	320.77						435.88	2,728.62	192.80	
ITSM-DO-047	URZUA LOPEZ SARAHÍ	7.5	0	305.5	348.3	2291.25	0	2,291.25	144.60	82.13			2,517.98		240.58						240.58	2,139.00	144.60	
ITSM-DO-048	GOMEZ SARMENTA EDGAR ISIDRO	5	0	305.5	348.3	1527.5	0	1,527.50	96.40	54.75			1,678.65		160.39						160.39	1,532.31	96.40	
ITSM-DO-049	OSORIA CORTES MARIA VICTORIA	5	0	305.5	348.3	1527.5	0	1,527.50	96.40	54.75			1,678.65		160.39						160.39	1,532.31	96.40	
ITSM-DO-050	BECERRA CARRANZA VERONICA DEL CARMEN	5	0	305.5	348.3	1527.5	0	1,527.50	96.40	54.75			1,678.65		160.39						160.39	1,532.31	96.40	
ITSM-DO-051	ALEJO CASTELLON MANUEL JESUS	5	0	305.5	348.3	1527.5	0	1,527.50	96.40	54.75			1,678.65		160.39						160.39	1,532.31	96.40	
ITSM-DO-052	PEÑA RODRIGUEZ JUAN MANUEL	5	0	305.5	348.3	1527.5	0	1,527.50	96.40	54.75			1,678.65		160.39						160.39	1,532.31	96.40	
TOTAL		339.00	37.50	\$,165.00	10,449.00	103,564.50	13,061.25	116,625.75	7,258.92	4,122.68	1,650.20	590.55	#	130,248.09	11,342.35	12,245.71	10,800.74	807.30	-	\$0.00	35,196.10	798.42	\$8,591.49	7,258.92

301,546.55

ELABORO

REVISO

AUTORIZO

LIC. FRANCISCO JAVIER MEDRANO GUZMAN
JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS GRALES

ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

M.V.Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL