

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 16-31 DE OTUBRE DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DÍAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DES PERSA	GUARDERIA	OTRAS GRATIFICACIONES	PRIMA DE ANTIGUEDAD QUINQUENIO	TOTAL PERCEPCION GRAVADAS	TOTAL PERCEPCION							SUBSIDIO AL EMPLEO PAGAR	TOTAL PAGAR EFECTIVO	TOTAL VALES DE DESPESA		
ITSM-AD-040	SANCHEZ GONZALEZ GILDARDO	15	1,129.11	17,515.27	6,040.32	960.00	-	688.00		24,243.59	25,203.59	5,457.76	1,839.10						7,286.86	16,946.73	960.00	
ITSM-AD-008	LUNA OLEA MARIA VIDAL	15	780.20	11,703.00		465.50	521.50	-	667.07	12,891.57	13,357.07	2,263.41	1,228.82						3,492.22	9,399.35	465.50	
ITSM-AD-007	HERNANDEZ SANDOVAL ARMANDO	15	238.18	3,572.72		465.50	-	-	203.65	3,776.37	4,241.87	313.31	375.14	800.00	-	-	35.73	1,524.17	-	2,252.20	465.50	
ITSM-AD-005	DE LA CRUZ PEÑA ANA GABRIELA	15	250.33	3,754.90		465.50	-	-	214.03	3,968.93	4,434.43	344.12	394.26	650.00	-	-	37.55	1,425.93	-	2,543.00	465.50	
ITSM-AD-006	DE SANTIAGO CHAVEZ ESTEBAN	15	226.68	3,400.25		465.50	-	-	193.81	3,594.06	4,059.56	179.55	357.03	1,462.22	-	-	34.00	2,032.80	-	1,561.26	465.50	
ITSM-AD-011	RUBIO GRADILLA CLAUDIA ELIZABETH	15	250.33	3,754.90		465.50	-	-	214.03	3,968.93	4,434.43	344.12	394.26	1,211.00	-	-	37.55	1,986.93	-	1,982.00	465.50	
ITSM-AD-004	ARANGO CHAVEZ JOSE DE JESUS	15	177.16	2,657.47		465.50	-	-	151.48	2,808.95	3,274.45	56.18	279.03	567.00	-	-	26.57	926.79	-	1,880.16	465.50	
ITSM-AD-013	BELTRAN DE LA CRUZ DOLORES EFRAIN	15	169.65	2,529.80		465.50	-	-	144.20	2,674.00	3,139.50	41.50	265.63	816.00	-	-	25.30	1,148.42	-	1,525.57	465.50	
ITSM-AD-016	FLORES JERONIMO JESUS	15	553.13	8,296.97		465.50	-	-	315.28	8,612.25	9,077.75	1,292.39	871.18	2,675.00	-	-	-	4,838.57	-	3,773.68	465.50	
ITSM-AD-017	MEDINA MORAN JAIME	15	276.45	4,146.77		465.50	-	-	157.58	4,304.35	4,769.85	368.84	435.41	1,337.00			41.47	2,212.72	-	2,091.62	465.50	
ITSM-AD-018	ROBLES VARGAS KARINA	15	238.18	3,572.72		465.50	521.50	-	135.76	4,229.88	4,695.48	385.88	375.14	1,152.00	-	-	35.73	1,948.75	-	2,281.23	465.50	
ITSM-AD-020	GOMEZ CARDENAS LUIS ALBERTO	15	902.70	13,540.55		465.50	-	-	514.54	14,055.09	14,520.59	2,537.07	1,421.76		-	-	-	3,958.83	-	10,096.26	465.50	
ITSM-AD-023	DE LA CRUZ PEÑA JULIAN	15	226.68	3,400.25		465.50	-	-	64.60	3,464.85	3,930.35	147.79	357.03	1,097.00	-	-	34.00	1,635.82	-	1,829.03	465.50	
ITSM-AD-024	PEÑA HERNANDEZ ANDRES	15	153.16	2,297.42		465.50	-	-	43.65	2,341.07	2,806.57	-	241.23	741.00	-	-	22.97	1,005.20	9.72	1,345.59	465.50	
ITSM-AD-026	VARGAS ARECHIGA LILIANA	15	153.16	2,297.42		465.50	521.50	-	43.65	2,862.57	3,328.07	62.01	241.23	597.00	-	-	22.97	923.22	-	1,939.35	465.50	
ITSM-AD-032	ARANGO GARCIA YESENIA	15	205.61	3,084.15		465.50	521.50	-	-	3,605.65	4,071.15	180.81	323.84		-	-	30.84	535.49	-	3,070.16	465.50	
ITSM-AD-033	GONZALEZ PEÑA LILIANA	15	166.24	2,793.65		465.50	1,043.00	-	-	3,836.65	4,302.15	180.81	293.33	1,081.00	-	-	27.94	1,583.08	-	2,253.57	465.50	
ITSM-AD-035	VARGAS ARECHIGA EMA SARAHÍ	15	146.39	2,195.92		465.50	521.50	-	-	2,717.42	3,182.92	46.22	230.57		-	-	21.66	298.75	-	2,418.67	465.50	
ITSM-AD-037	PEÑA ULLOA JOSE VICTORIANO	15	553.13	8,296.97		465.50	-	-	315.28	8,612.25	9,077.75	1,292.39	871.18	2,150.31	-	-	-	4,313.88	-	4,298.37	465.50	
ITSM-AD-038	ALANIS VARGAS ALEGANDRA MAGALI	15	238.18	3,572.72		465.50	-	-	-	3,572.72	4,038.22	177.23	375.14	689.44			35.73	1,277.53	-	2,295.19	465.50	

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 16-31 DE OTUBRE DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	GUARDERIA	OTRAS GRAY PAGA	PRIMA DE ANTIGUEDAD QUINGUENO	TOTAL PERCEPCION GRAVADAS	TOTAL PERCEPCION							SUBSIDIO AL EMPLEADO PAGAR	TOTAL PAGAR SEMEJECTIVO	TOTAL VALE DE DESPENSA			
ITSM-AD-041	CHAVEZ PEÑA MAIDA MARCELINA	15	146.39	2,195.92		485.50	-	-	-	2,195.92	2,681.42	-	230.57	300.00	-	-	21.96	552.53	39.92	1,683.31	465.50		
ITSM-AD-042	GOMEZ GONZALEZ JOSE GABRIEL	15	553.13	8,296.97		465.50	-	-	-	8,296.97	8,762.47	1,225.04	871.18	-	-	-	-	2,096.23	-	6,200.74	465.50		
ITSM-AD-043	ROMERO SANCHEZ EVERARDO	15	146.39	2,195.92		465.50	-	-	-	2,195.92	2,681.42	-	230.57	-	-	-	21.96	252.53	39.92	1,983.31	465.50		
ITSM-AD-045	MEDRANO GUZMAN FRANCISCO JAVIER	15	553.13	8,296.97		465.50	-	-	-	8,296.97	8,762.47	1,225.04	871.18	-	-	-	-	2,096.23	-	6,200.74	465.50		
ITSM-AD-047	LOPEZ MENDEZ KARINA	15	186.24	2,793.65		465.50	1,043.00	-	-	3,836.65	4,302.15	322.95	-	-	-	-	27.94	644.22	-	3,192.43	465.50		
ITSM-AD-048	VALDES AMARAL ADRIANA DEL REFUGIO	15	226.68	3,400.25		465.50	-	-	-	3,400.25	3,865.75	140.76	357.03	-	-	-	-	497.79	-	2,902.46	465.50		
ITS-AD-049	BOTELLO CARMONA MARIO	15	553.13	8,296.97		465.50	-	-	-	8,296.97	8,762.47	1,225.04	871.18	1,338.00	-	-	-	3,434.23	-	4,862.74	465.50		
ITSM-AD-051	CONTRERAS GONZALEZ ROBERTO	15	177.16	2,657.47		465.50	-	-	-	2,657.47	3,122.97	39.70	279.03	-	-	-	-	318.73	-	2,338.74	465.50		
ITSM-AD-052	RANGEL TORO GABRIEL	15	135.83	2,037.52		465.50	-	-	-	2,037.52	2,503.02	-	213.94	679.00	-	-	-	892.94	69.32	1,213.90	465.50		
ITSM-AD-053	RODRIGUEZ FLORES ELISEO	15	135.83	2,037.52		465.50	-	-	-	2,037.52	2,503.02	-	213.94	-	-	-	-	213.94	69.32	1,892.90	465.50		
ITSM-AD-054	CONTRERAS PACHECO JUAN JOSE	15	780.20	11,703.00		465.50	-	-	-	11,703.00	12,168.50	1,983.86	1,228.82	-	-	-	-	3,212.67	-	8,490.33	465.50		
ITSM-AD-056	LARES GARCIA JORGE ISAAC	15	177.16	2,657.47		465.50	-	-	-	2,657.47	3,122.97	39.70	279.03	-	-	-	-	318.73	-	2,338.74	465.50		
ITSM-AD-057	GRAVE ESPARZA JOSE RICARDO	15	780.20	11,703.00		465.50	-	-	-	11,703.00	12,168.50	1,983.86	1,228.82	1,887.00	-	-	-	5,099.67	-	6,603.33	465.50		
ITSM-AD-058	CASTILLO PALACIOS LUIS ENRIQUE	15	177.16	2,657.47		465.50	-	-	-	2,657.47	3,122.97	39.70	279.03	-	-	-	-	318.73	-	2,338.74	465.50		
ITSM-AD-059	SALDAÑA AMARAL CECILIA	15	177.16	2,657.47		465.50	-	-	-	2,657.47	3,122.97	39.70	279.03	-	-	-	-	318.73	-	2,338.74	465.50		
ITSM-AD-060	ALVAREZ ROBLES NANCY	15	205.61	3,084.15		465.50	521.50	-	-	3,605.65	4,071.15	180.81	323.84	-	-	-	-	504.65	-	3,101.00	465.50		
ITSM-AD-061	JIMENEZ GOMEZ FRANCISCO JAVIER	15	238.18	3,572.72		465.50	-	-	-	3,572.72	4,038.22	177.23	375.14	-	-	-	-	552.36	-	3,020.36	465.50		
ITSM-AD-062	SANCHEZ RUBIO ERNESTO	10	902.70	9,027.00		465.50	-	-	-	9,027.00	9,492.50	1,380.98	1,421.76	-	-	-	-	2,802.74	-	6,224.26	465.50		
		850.00	12,176.82	195,655.25		6,040.32	18,183.50	5,215.00	688.00	3,378.62	210,877.20	229,160.70	25,705.78	21,017.73	21,229.57	-	-	542.17	68,495.64	228.15	142,769.78	18,183.50	

ELABORO

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

REVISO

ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO

M.V.2. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL



CODIGO INTERNO	NOMBRE	SALARIO							PERCEPCIONES					DEDUCCIONES					SUBSIDIO EMPLEO	TOTAL A PAGAR EFECTIVO	TOTAL A PAGAR DESPENS
		HORAS TRABAJADAS A	HORAS TRABAJADAS B	X HORA A	X HORA B	SUELDOS HORAS A	SUELDOS HORAS B	SUELDO ACTUAL	DESPENSA	MATERIAL DIDACTICO	MATERIAL DIDACTICO	GUARDERIA	PRIMA DE ANTIGUEDAD (QUINO)	TOTAL PERCEPCION	DEDUCCION	DEDUCCION	DEDUCCION	DEDUCCION			
ITSM-DO-010	GUZMAN HERNANDEZ JUAN DANIEL	10.0	0.0	315.9	360.15	3159	0	3,159.00	232.80	120.50	-	128.36	3,638.66	141.37	331.70	31.58	504.66	2,801.20	232.80		
ITSM-DO-017	BOSA BECERRA JOSE EMANUEL	12.0	7.5	315.9	360.15	3790.8	2701.125	6,491.93	453.96	144.60	98.63	129.64	7,318.95	919.17	681.65	64.92	1,685.74	5,199.24	453.96		
ITSM-DO-021	CARDENAS MENDOZA ALTAGRACIA	6.5	7.5	315.9	360.15	2053.35	2701.125	4,754.48	325.92	78.33	98.63	365.12	5,717.55	604.46	499.22	1,431.00	47.54	2,582.23	2,809.41	325.92	
ITSM-DO-023	SANTANA DE SANTIAGO MARIA DEL ROCIO	11.5	7.5	315.9	360.15	3632.85	2701.125	6,333.98	442.32	138.58	98.63	495.52	7,509.02	962.26	665.07	1,655.00	63.34	3,345.66	3,721.03	442.32	
ITSM-DO-024	ORTEGA FLORES BRENDA YERANIA	18.5	0.0	315.9	360.15	5844.15	0	5,844.15	430.68	222.93	-	482.46	6,980.24	851.80	613.64	-	58.44	1,523.87	5,025.68	430.68	
ITSM-DO-029	AMARAL ACOSTA ARACELI	9.5	7.5	315.9	360.15	3001.05	2701.125	5,702.18	395.78	114.48	98.63	-	6,311.04	716.31	597.05	-	56.86	78.98	1,446.60	4,458.50	419.04
ITSM-DO-032	MORENO URIBE PEDRO OSWALDO DE JESUS	18	0	315.9	360.15	5686.2	0	5,686.20	419.04	216.90	-	-	6,322.14	713.71	631.90	1,570.00	60.18	3,048.44	3,194.78	419.04	
ITSM-DO-033	RANGEL GOMEZ JAIR DE JESUS	10.5	7.5	315.9	360.15	3316.95	2701.125	6,018.08	419.04	126.53	98.63	-	6,652.27	786.36	681.65	-	64.92	1,638.01	5,097.14	453.98	
ITSM-DO-036	VILLALVAZO RIVERA JOSE BENJAMIN	12	7.5	315.9	360.15	3790.8	2701.125	6,491.93	453.96	144.60	98.63	-	7,189.11	891.44	648.48	1,324.00	61.76	2,855.63	3,551.57	430.68	
ITSM-DO-037	IBAÑEZ MARTINEZ ADRIANA	11	7.5	315.9	360.15	3474.9	2701.125	6,176.03	430.68	132.55	98.63	-	6,837.88	821.39	665.07	-	63.34	1,590.66	5,376.03	442.32	
ITSM-DO-038	RODRIGUEZ LOPEZ ERIKA CITLALI	11.5	7.5	315.9	360.15	3632.85	2701.125	6,333.98	442.32	138.58	98.63	495.52	7,509.02	962.26	665.07	-	63.34	1,590.66	5,376.03	442.32	
ITSM-DO-025	FREGOSO GARCIA MARIA DE JESUS	11	0	315.9	360.15	3474.9	0	3,474.90	256.08	132.55	-	-	3,863.53	181.01	384.86	-	34.75	580.62	3,026.83	256.08	
ITSM-DO-039	GUZMAN DE SANTIAGO SENEN	16	0	315.9	360.15	5054.4	0	5,054.40	372.48	192.80	-	-	5,619.68	573.61	530.71	-	56.86	1,104.32	4,142.88	372.48	
ITSM-DO-040	RODRIGUEZ LOPEZ GERARDO	18	0	315.9	360.15	5686.2	0	5,686.20	419.04	216.90	-	-	6,322.14	713.71	597.05	-	56.86	1,367.63	4,535.47	419.04	
ITSM-DO-041	CEJA ANAYA JOSE LUIS	17.5	0	315.9	360.15	5528.25	0	5,528.25	407.40	210.88	-	-	6,146.53	678.69	597.05	-	56.86	1,259.15	4,479.97	407.40	
ITSM-DO-042	COLMENARES CONTRERAS VICTOR MANUEL	10	0	315.9	360.15	3159	0	3,159.00	232.80	120.50	-	-	3,512.30	127.63	331.70	-	459.32	459.32	2,820.18	232.80	
ITSM-DO-043	DOMINGUEZ MENDOZA PEDRO ALONSO	4.5	0	315.9	360.15	1421.55	0	1,421.55	104.76	54.23	-	-	1,580.54	-	149.26	-	-	149.26	1,443.78	104.76	
ITSM-DO-044	HERNANDEZ PEÑA MARIA AMELIA	7	0	315.9	360.15	2211.3	0	2,211.30	162.96	84.35	-	-	2,458.61	-	232.19	-	394.88	627.06	29.07	1,697.65	162.96



NOMINA DOCENTES 16-31 DE OCTUBRE 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 \$15.28	MATERIAL DIDACTICO \$17.05/A	MATERIAL DIDACTICO \$13.55/B	GUARDERIA	PRIMA DE ANTIGUEDAD (QUIN)	TOTAL PERCEPCION	PREVIDENTE	PREVIDENTE 2	PREVIDENTE 3	PREVIDENTE 4	SUBSIDIO EMPLEADO PAGAR	TOTAL A PAGAR EFECTIVO	TOTAL A PAGAR DESPENSA				
ITSM-DO-045	RAMIREZ RAMIREZ FAUSTINO	7.5	0	315.9	360.15	2369.26	0	2,369.26	174.60	93.38				2,634.23					251.85	2,207.68	174.60				
ITSM-DO-046	FLORES CURIEL JOSE MANUEL	10.5	0	315.9	360.15	3316.95	0	3,316.95	244.44	126.53				3,687.92					493.75	2,949.73	244.44				
ITSM-DO-047	URZUA LOPEZ SARAHÍ	14	0	315.9	360.15	4422.6	0	4,422.60	325.92	168.70				4,917.22					914.64	3,676.66	325.92				
ITSM-DO-048	GOMEZ SARMIENTA EDGAR SIDRO	4	0	315.9	360.15	1263.6	0	1,263.60	93.12	48.20				1,404.92					132.68	1,306.88	93.12				
ITSM-DO-049	OSORIA CORTES MARIA VICTORIA	4	0	315.9	360.15	1263.6	0	1,263.60	93.12	48.20				1,404.92					132.68	1,306.88	93.12				
ITSM-DO-052	PEÑA RODRIGUEZ JUAN MANUEL	5	0	315.9	360.15	1579.5	0	1,579.50	116.40	60.25				1,756.15					165.85	1,580.68	116.40				
ITSM-DO-053	ARREDONDO CORTEZ CARMEN MANUELA	15	0	315.9	360.15	4738.5	0	4,738.50	349.20	180.75				5,268.45					1,006.58	3,912.67	349.20				
ITSM-DO-054	AMBROSIO GONZALEZ AARON	5	0	315.9	360.15	1579.5	0	1,579.50	116.40	60.25				1,756.15					165.85	1,580.68	116.40				
ITSM-DO-055	GUZMAN VELASCO MARCELA DEL ROSARIO	10	0	315.9	360.15	3159	0	3,159.00	232.80	120.50				3,512.30					459.32	2,820.16	232.80				
ITSM-DO-056	PEÑA ARCE MARIA DE LA LUZ	14	0	315.9	360.15	4422.6	0	4,422.60	325.92	168.70				4,917.22					914.64	3,676.66	325.92				
	TOTAL	304.00	60.00	8,845.20	10,084.20	95,033.60	21,609.00	117,642.60	8,473.92	3,663.20	789.00	1,838.64	351.29	-	132,758.65	12,331.02	12,352.47	5,980.00	721.53	#	473.85	31,858.87	615.41	93,041.26	8,473.92

ELABORO

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

REVISO

Luis Alberto Gómez
ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO

M.V.Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL



NOMINA PROFESOR DE TIEMPO COMPLETO DEL 16-31 DE OCTUBRE DEL 2015

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

CODIGO INTERNO	NOMBRE	HORAS TRABAJADAS	SUELDO ACTUAL	PERCEPCIONES					DEDUCCIONES					RESUMEN DE PAGO				
				DESPENSA	MATERIAL DIDACTICO	GUARDERIA	PRIMA DE ANTIGÜEDAD (CURRÍCULO JUNIO)	TOTAL PERCEPCION	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	SUBSIDIO AL EMPLEADO PAGAR	TOTAL PAGAR EFECTIVO	TOTAL PAGAR DESPENSA	IMPORTE DEL EMPLEADO
ITSM-PAA-001	GONZALEZ RODRIGUEZ RIGOBERTO	20	6,223.50	465.50	229.80	-	373.41	7,292.21	911.00	653.47	1,886.00	62.24	-	-	3,612.70	3,214.01	485.50	-
ITSM-PAA-002	ROCIO RAMIREZ GONZÁLEZ	20	6,223.50	465.50	229.80	-	-	6,918.80	831.24	653.47	-	-	-	-	1,484.70	4,988.60	465.50	-
ITSM-PTA-003	MARCO VINIVIO FELIX LERMA	20	9,039.17	465.50	315.42	-	-	9,820.09	1,450.95	949.11	3,773.00	-	-	-	6,173.06	3,181.53	465.50	-
ITSM-PTA-004	FABIO ALEXIS VENGOECHEA GÓMEZ	20	9,039.17	465.50	315.42	-	-	9,820.09	1,450.95	949.11	-	-	-	-	2,400.06	6,954.53	465.50	-
ITSM-PTA-005	MÓNICA SABRINA OYATOMARI	20	9,039.17	465.50	315.42	-	-	9,820.09	1,450.95	949.11	-	-	-	-	2,400.06	6,954.53	465.50	-
	TOTAL	100	39,564.51	2,327.50	1,405.86	-	373.41	43,671.28	6,095.09	4,154.27	5,759.00	62.24	-	-	16,070.59	25,273.19	2,327.50	-

ELABORO

Francisco Javier Menzano Guzman
LIC. FRANCISCO JAVIER MENZANO GUZMAN
JEFE DE DEPTO. RECURSOS HUMANOS Y SERVICIOS GRALES

REVISO

Luis Alberto Gomez Cardenas
ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO

M.V.Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL