

INSTITUTO TECNOLÓGICO SUPERIOR DE TAMAZULÁ DE GORDIANO  
NOMINA DE LA PRIMER QUINCENA DE DICIEMBRE 2013  
DEL 01 AL 15 DE DICIEMBRE DEL 2013  
PERSONAL ADMINISTRATIVO



NOMBRE DEL EMPLEADO	PUESTO	SUELDO MENSUAL	PERCEPCIONES										DEDUCCIONES					INGRESO NETO	FIRMA			
			SUELDO	DESPENSA	AYUDA DESPENSA	AYUDA TRANSPORTE	AGUINALDO 60 DIAS	PRIMA DE ANTIGÜEDAD QUINCENAL	SUBSIDIO EMPLEO	SERVICIO DE GUARDERIA	BONIFICACION DE ISR DE AGUINALDO	TOTAL	I.S.P.T.	I.M.S.S.	PENSION EEO	DECTO PRESTAMO	FONDO DE GARANTIA FIJAF			CUOTA SIND. 1%	CUOTA SIND. 1%	TOTAL
SAUL MUNGUJA ORTIZ	DIRECTOR GENERAL	46,501.00	23,250.50	310.50	940.00	668.00	13,132.20	0.00	0.00	0.00	3,387.24	41,688.44	9,122.82	85.48	1,976.29					11,184.39	30,504.05	
VERONICA AMARY GUTIERREZ SEVILLA	SECRETARIA DE DIRECCION	6,354.52	3,177.26	310.50			10,557.74	0.00	0.00	0.00	1,951.43	15,996.93	2,101.72	4.90	270.07			31.77		2,408.46	13,588.47	
MIGUEL ANGEL MONRATO VALENCA	SUBDIRECTOR ADMINISTRATIVO	25,304.95	12,652.48	310.50			42,042.99	480.79	0.00	0.00	11,885.00	67,371.76	14,278.29	52.52	1,075.46					15,406.27	51,965.49	
CUNATLI TOYANUTH RIOS GUTIERREZ	PROGRAMADOR	6,354.52	3,177.26	310.50			9,304.04	0.00	0.00	0.00	1,656.56	14,448.36	1,808.85	4.90	270.07			31.77		2,113.59	12,334.77	
MARIA GUADALUPE MAGANA MENDOZA	JEFE DE DEPTO. DE RECURSOS HUMANOS	15,505.62	7,752.81	310.50			25,761.86	294.61	0.00	294.00	6,655.54	41,069.32	7,956.40	28.74	656.99					8,644.13	32,425.19	
ANA KARINA MARTINEZ ELIZONDO	TECNICO ESPECIALIZADO	7,017.25	3,508.63	310.50			11,658.83	266.66	0.00	0.00	2,138.54	17,883.16	2,501.35	7.57	298.23	0.00		35.09		2,842.24	15,040.92	
DANIELA FLORES CARDENAS	JEFE DE OFICINA	6,354.52	3,177.26	310.50			10,557.74	241.47	0.00	294.00	1,874.85	16,456.82	2,227.66	6.46	270.07	982.00			31.77	3,517.96	12,937.86	
RAMONA GECILIA VILLA ROSALES	JEFE DE DEPTO. DE RECURSOS HUMANOS	15,505.62	7,752.81	310.50			25,761.86	147.30	0.00	294.00	6,642.81	40,909.28	7,912.21	27.85	656.99	3,205.82	99.60			11,904.47	29,004.81	
MARIA GUADALUPE PEREZ CARRAZCO	SECRETARIA DE DEPARTAMENTO	4,504.80	2,252.45	310.50			2,502.67	0.00	0.00	0.00	107.19	5,172.81	121.61	0.44						122.05	5,050.76	
CRISTOSTOMO CELIS MARCO ANTONIO	INGENIERO EN SISTEMAS	7,749.59	3,874.80	310.50			12,875.58	73.62	0.00	0.00	2,437.55	19,672.05	2,828.25	8.41	329.36	1,292.00				4,458.02	15,114.03	
CHRISTIAN ALEJANDRO QUIROZ HERNANDEZ	CAPTURISTA	4,966.42	2,483.21	310.50			3,731.29	0.00	0.00	0.00	412.29	6,937.29	466.81	1.56		0.00				468.37	6,468.92	
FRANCISCO JAVIER SANCHEZ PEREZ	ANALISTA TECNICO	5,793.70	2,881.85	310.50			8,739.84	0.00	0.00	0.00	1,490.06	13,422.26	1,608.20	3.48	244.96	961.00		28.82		2,846.46	10,575.79	
LUIS FERNANDO VELASCO HERNANDEZ	ANALISTA TECNICO	5,793.70	2,881.85	310.50			9,549.43	0.00	0.00	0.00	1,676.94	14,418.72	1,795.08	3.48	244.96	603.99		28.82		2,676.33	11,742.39	
MARCO ANTONIO TAPIA CORREA	TECNICO EN MANTENIMIENTO	4,393.51	2,146.76	310.50			7,133.47	81.56	0.00	0.00	1,113.70	10,786.01	1,125.49	0.26	182.47	0.00		21.47		1,329.69	9,456.32	
MANUEL VILALVAZO GUTIERREZ	INTENDENTE	4,103.79	2,051.90	310.50			6,818.26	155.94	0.00	0.00	1,044.22	10,380.82	1,053.76	0.10	174.41	0.00		20.52		1,248.81	9,132.01	
PATRICIA GARCIA MARTINEZ	INTENDENTE	4,103.79	2,051.90	310.50			6,818.26	77.97	0.00	0.00	1,036.05	10,294.68	1,037.13	0.09	174.41	659.00		20.52		1,091.06	8,403.62	
JOSÉ ANTONIO GUTIERREZ QUIROZ	INTENDENTE	4,103.79	2,051.90	310.50			2,279.83	0.00	0.00	0.00	55.30	4,697.83	55.30	0.00						55.30	4,642.23	
JORGE TORRES MUNGUJA	VIGILANTE	3,807.78	1,903.89	310.50			6,326.45	72.35	0.00	0.00	899.26	9,612.45	899.26	0.00	161.83	0.00		19.04		1,080.13	8,432.32	
MIGUEL SOLORZANO SANCHEZ	VIGILANTE	3,807.78	1,903.89	310.50			6,326.45	36.17	0.00	0.00	891.54	9,468.85	891.54	0.00	161.83			19.04		1,072.41	8,396.16	
IVAN GUADALUPE RODRIGUEZ GALVEZ	ANALISTA TECNICO	5,793.70	2,881.85	310.50			9,522.83	0.00	0.00	0.00	1,670.69	14,386.87	1,788.83	3.48	244.96			28.82		2,066.09	12,319.78	
MARIA ESTHER AGUAYO QUIROZ	SRRA DE SUBDIRECCION Académica	5,220.87	2,610.44	310.50			8,674.23	0.00	0.00	0.00	1,467.86	13,063.03	1,536.22	1.70	221.89	638.00		28.10		2,623.91	10,439.12	
MIGUEL ANGEL MACIEL GUZMAN	JEFE DE DIVISION DE ACADÉMICO INNOVACION	21,870.85	10,935.43	310.50			36,337.40	831.09	0.00	0.00	10,084.76	56,499.18	12,156.59	45.64	929.51					13,131.74	45,367.44	
ERMANUEL VEGA NEGRETTE	ANALISTA ESPECIALIZADO	6,676.82	3,338.41	310.50			11,083.23	0.00	0.00	0.00	1,972.65	16,714.79	2,265.57	5.68	283.76	660.42		33.38		3,248.81	13,465.98	
JOSÉ ANDRADE GARCIA	JEFE DE DIVISION DE ACADÉMICO ELECTRONICO	21,870.85	10,935.43	310.50			35,971.96	0.00	0.00	0.00	9,903.28	57,061.17	11,779.63	42.32	929.51	2,705.65	138.58			15,676.69	41,384.48	
GUILLEMINA GOMEZ MARTINEZ	CAPTURISTA	4,066.42	2,483.21	310.50			8,220.63	0.00	0.00	0.00	1,357.63	12,371.97	1,412.15	1.56	211.07	0.00		24.83		1,649.61	10,722.36	

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PERSONAL ADMINISTRATIVO



NOMBRE DEL EMPLEADO	PUESTO	SUELDO MENSUAL	PERCEPCIONES										DEDUCCIONES					INGRESO		FIRMA		
			SUELDO	DESPENSA	AYUDA DESPENSA	AYUDA TRANSPORTE	AGUINALDO 90 DIAS	PRIMA DE ANTIGÜEDAD QUINCENAL	SUBSIDIO EMPLEO	SERVICIO DE GUARDERIA	BONIFICACION DE ISR DE AGUINALDO	TOTAL	I.S.P.T.	I.M.S.S.	PENSION EDO	DECTO PRESTAMO	FOJIDO DE GAFANITA PLUP	CUOTA SIND. 1%	CUOTA SIND. 1%		TOTAL	NETO
LUCEL ESMERALDA MEDINA MEYDEZ	SECRETARIA DE DEPARTAMENTO	4,504.50	2,252.45	310.50			7,484.68	0.00	0.00	0.00	1,191.24	11,238.87	1,205.66	0.44	191.46	0.00		22.52		1,420.08	9,818.79	
ANGELICA DEL ROCIO AINEZCUA RODRIGUEZ	ANALISTA ESPECIALIZADO	6,676.82	3,338.41	310.50			11,093.23	0.00	0.00	0.00	1,972.65	16,714.79	2,265.57	5.68	283.76	0.00		33.38		2,588.39	14,126.40	
NORMA LETICIA BALTAZAR SANTOS	LABORATORISTA	4,727.81	2,363.91	310.50			7,833.97	0.00	0.00	294.00	1,293.34	12,095.72	1,366.87	1.57	200.93	506.00			23.64	2,099.01	9,996.71	
NAVIEL CASTREDA CUEVAS	LABORATORISTA	4,727.81	2,363.91	310.50			7,098.64	0.00	0.00	0.00	1,105.04	10,876.09	1,146.58	0.98	200.93	0.00				1,348.49	9,527.60	
LAURA REBECA PIZANO ORTEGA	LABORATORISTA	4,727.81	2,363.91	310.50			2,826.50	0.00	0.00	0.00	105.67	5,406.58	147.21	0.98		0.00				148.19	5,258.39	
ROCELIO RAMIREZ MORENO	JEFE DE PLANEACION, PROGRAMACION	15,595.62	7,752.81	310.50			25,761.86	441.91	0.00	0.00	6,642.86	40,909.94	7,912.39	28.74	658.99	2,488.00				11,088.12	29,821.82	
SOCRATES VAZQUEZ RAMOS	CAPTURISTA	4,955.42	2,483.21	310.50			8,140.83	94.36	0.00	0.00	1,350.47	12,379.37	1,415.26	1.93	211.07	417.00			24.83	2,070.09	10,309.63	
MA DE JESUS OCHOA ORTIZ	JEFE DE SERVICIOS ESCOLARES	15,595.62	7,752.81	310.50			24,794.59	0.00	0.00	0.00	6,314.50	39,172.40	7,489.63	26.97	658.99	0.00				8,175.59	30,996.81	
BIELEN VARGAS RODRIGUEZ	PSICOLOGO	6,676.72	3,338.36	310.50			11,093.07	0.00	0.00	0.00	1,972.61	16,714.64	2,265.52	5.68	283.76			33.38		2,588.34	14,126.20	
ANA LILIA GUTIEREZ MACIEL	SECRETARIA DE DEPARTAMENTO	4,504.80	2,252.45	310.50			7,484.68	0.00	0.00	0.00	1,191.24	11,238.87	1,205.66	0.44	191.46	0.00		22.52		1,420.08	9,818.79	
MARIA DEL CARMEN DEL TORO MEJIA	BIBLIOTECARIO	4,283.51	2,146.76	310.50			7,133.47	81.58	0.00	294.00	1,129.51	11,095.82	1,188.29	0.85	182.47	250.00			21.47	1,643.08	9,452.74	
EFRAIN MORAN AVILA	JEFE DE PROMOCION, DIFUSION Y VINC	15,595.62	7,752.81	310.50			0.00	0.00	0.00	0.00	0.00	8,063.31	1,175.13	26.97	658.99	2,154.00				4,015.09	4,048.22	
ANA ROSA CONTRERAS RODRIGUEZ	TECNICO ESPECIALIZADO	7,017.29	3,508.65	310.50			11,189.88	0.00	0.00	0.00	2,008.19	17,017.22	2,328.34	6.50	298.24	0.00		35.09		2,668.17	14,349.05	
RUBEN HIRAM CASTELLANOS LARA	CAPTURISTA	4,966.42	2,483.21	310.50			2,414.27	0.00	0.00	0.00	82.58	6,290.66	137.10	1.56		0.00				138.66	5,151.90	
TOTALES		352,543.53	176,271.84	12,109.50	940.00	668.00	465,786.74	3,377.40	0.00	1,470.00	100,172.84	750,796.32	121,977.75	446.62	13,394.16	17,802.88	239.18	451.22	167.37	155,076.37	605,717.95	

RAMON CECILIA WILFR ROSALES  
JEFE DE RECURSOS HUMANOS  
ELABORO

LIC MIGUEL ANGEL MORATO VILENIA  
SUB JEFE DE ADMINISTRATIVO  
SUPERVISO

L.C. SAUL ALFONSO ORTIZ  
DIRECTOR GENERAL  
AUTORIZA



INSTITUTO TECNOLÓGICO SUPERIOR DE TAMAULAPA DE GORDIANO  
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HONORARIOS ASIMILABLES A SALARIOS



CLAVE	NOMBRE DEL EMPLEADO	PUESTO	HSM	PERCEPCIONES										DEDUCCIONES					INGRESO		FIRMA		
				SUELDO	DESPENSA	MATERIAL DIDACTICO	AGUINALDO	SERVICIO DE GUARDERIA	PRIMA DE ANTIGÜEDAD	BONIFICACION DE IR DE AGUINALDO	TOTAL	I.S.P.T.	I.M.S.S.	DESCTO PENSIONES	DESCTO POR PRESTAMO	Fondo de Garantía P.H.	CUOTA SINDICAL DEL 1%	CUOTA SINDICAL DEL 1%	DESCUENTO POR PENSION ALIMENTICIA 25%	TOTAL		NETO	
#####	CARDENAS MAGAÑA JORGE A	DOCENTE ASIGNATURA "A"	37	5,459.91	287.31	180.38	15,102.04	0.00	218.40	3,238.38	24,486.42	4,003.97	18.00	464.09	1,820.00			54.60		6,360.66	18,125.76	Jorge A. Cardenas M.	
#####	GONZALEZ VAZQUEZ LUIS GABRIEL	DOCENTE ASIGNATURA "A"	37	5,312.34	279.54	175.50	17,447.23	0.00	424.99	3,945.94	27,585.54	4,721.44	18.90	464.09	1,820.00			53.12		7,077.55	20,507.99	Luis G. Vazquez	
#####	SANDOVAL PEREZ KARINA	DOCENTE ASIGNATURA "A"	40	5,902.60	310.60	195.00	14,637.44	0.00	0.00	3,121.66	24,167.30	3,943.26	19.46	501.72			30.99	59.03		4,523.47	19,643.83	Karina Sandoval	
#####	REYES ARELLANO MARIA GLORIA	DOCENTE ASIGNATURA "A"	21	3,098.87	163.07	102.38	6,770.15	0.00	0.00	960.33	11,094.80	1,222.28	4.50	263.40	991.00					2,612.17	8,582.63	Maria G. Reyes	
#####	MUNGUIA FLORES MIGUEL ANGEL	DOCENTE ASIGNATURA "A"	38	5,755.04	302.84	190.13	17,601.06	0.00	0.00	3,996.90	27,845.97	4,784.28	18.67	489.18	548.00			57.55		5,897.68	21,948.29	Miguel A. Munguia	
#####	ARELLANO SANTIAGO ARNIDA	DOCENTE ASIGNATURA "A"	40	5,902.60	310.60	195.00	13,823.65	0.00	0.00	2,877.52	23,109.37	3,699.12	19.46	501.72	2,260.94	113.29	59.03			6,653.66	16,455.81	Arnida Arellano	
#####	VAZQUEZ RUIZ KARLA MARISOL	DOCENTE ASIGNATURA "A"	40	5,902.60	310.60	195.00	18,247.53	294.00	0.00	4,230.08	29,179.81	5,114.48	20.67	501.72	2,274.00		59.03			7,969.90	21,209.91	Karla Vazquez	
#####	RAMOS GARCIA ENIK JOSIE	DOCENTE ASIGNATURA "A"	40	5,902.60	310.60	195.00	18,068.45	0.00	0.00	4,150.96	28,627.61	4,972.56	19.46	501.72	1,115.00		59.03			6,667.77	21,959.84	Enik Ramos	
#####	GARCIA MAGAÑA PAUL	DOCENTE ASIGNATURA "A"	35	5,164.78	271.78	170.63	17,072.90	0.00	0.00	3,783.09	26,463.18	4,433.59	15.52	439.01	0.00		51.65			4,839.77	21,523.41	Paul Garcia	
#####	RODRIGUEZ MENDOZA RAMIRO	DOCENTE ASIGNATURA "A"	29	4,279.39	225.19	141.38	12,001.26	0.00	0.00	2,251.46	18,898.68	2,711.52	10.80	376.29	255.00			42.79		3,396.40	15,502.28	Ramiro Rodriguez	
#####	ORTIZ AVILA WISCARY FABIAN	DOCENTE ASIGNATURA "A"	36	5,312.34	279.54	175.50	16,793.56	0.00	0.00	3,713.12	26,274.06	4,397.84	16.31	451.55	0.00					4,886.70	21,408.36	Fabian Ortiz	
#####	TORRES CORTEZ OMAR RAFAEL	DOCENTE ASIGNATURA "A"	37	5,459.91	287.31	180.38	12,573.23	0.00	0.00	2,460.87	20,961.70	3,179.81	17.10		0.00					3,196.91	17,764.79	Omar Torres	
#####	GUZDINO VENEGAS RENE	DOCENTE ASIGNATURA "A"	38	5,607.47	295.07	185.25	11,772.82	0.00	0.00	2,243.75	20,104.36	2,996.91	17.88		0.00			56.07		3,070.86	17,033.50	René Guzdino	
#####	GAYTAN ANDRADE JUAN JOSE	DOCENTE ASIGNATURA "A"	31	4,500.73	236.83	148.69	13,283.89	0.00	0.00	2,577.49	20,747.63	3,080.61	12.37		0.00			45.01		3,137.99	17,609.64	Juan Jose Gaytan	
#####	MARIA FLORENCIA GONZALEZ ZUÑIGA	DOCENTE ASIGNATURA "A"	32	4,722.08	248.48	156.00	9,731.23	0.00	0.00	1,742.81	16,600.60	2,290.65	13.16		0.00					2,303.81	14,296.79	Maria F. Gonzalez	
#####	SALAZAR AGUILAR BERNARDO GUSTAV	DOCENTE ASIGNATURA "A"	40	5,902.60	310.60	195.00	10,938.20	0.00	0.00	2,054.37	19,400.77	2,875.97	19.46		0.00					2,895.43	16,505.34	Bernardo Salazar	
#####	Sanchez VIEYRA MARIA TERESA	DOCENTE ASIGNATURA "A"	35	5,164.78	271.78	170.63	2,864.76	257.25	0.00	2,166.7	8,946.87	922.12	15.52		0.00					937.64	8,008.23	Maria T. Sanchez	
#####	RUBIO MONTANTE ISRAEL	DOCENTE ASIGNATURA "A"	40	5,902.60	310.60	195.00	13,607.64	0.00	0.00	2,812.71	22,828.56	3,634.31	19.46	501.72	617.00		59.03			4,831.62	17,997.03	Israel Rubio	
#####	HINOJOSA GOMEZ CARLOS ADOLFO	DOCENTE ASIGNATURA "B"	40	6,729.60	310.60	213.00	17,039.45	0.00	134.59	3,926.90	28,364.14	4,957.74	23.65	572.02				67.30		5,620.71	22,733.43	Carlos Hinojosa	
#####	LANGARICA RIVERA VICTOR MANUEL	DOCENTE ASIGNATURA "B"	40	6,729.60	310.60	213.00	19,137.46	0.00	0.00	4,544.67	30,935.33	5,546.76	23.65							5,670.41	25,364.92	Victor Langarica	
#####	BANUELOS AMEZCUA ULISES	DOCENTE ASIGNATURA "B"	40	6,729.60	310.60	213.00	20,423.14	0.00	0.00	4,930.37	32,606.71	5,932.46	23.65	572.02	1,296.00			67.30		7,891.43	24,715.28	Ulises Banuelos	
#####	INESTRA GONZALEZ J. JESUS	DOCENTE ASIGNATURA "B"	39	6,561.36	302.84	207.68	20,330.84	0.00	0.00	4,887.02	32,289.74	5,850.38	22.76	557.72	442.00			66.61		8,004.08	23,985.66	J. Inestra	
#####	ALARCON DOMINGUEZ KARINA	DOCENTE ASIGNATURA "B"	36	5,972.52	275.66	189.04	17,547.38	264.60	0.00	4,020.00	28,289.20	4,904.32	21.18	514.81	1,116.00			59.73		6,616.04	21,653.16	Karina Alarcon	
#####	BARAJAS PEREZ JUAN SAUL	DOCENTE ASIGNATURA "B"	24	4,037.76	186.36	127.80	13,402.50	0.00	0.00	2,564.57	20,318.99	2,971.94	9.38	343.21	544.00			40.38		3,308.91	16,410.08	Juan S. Barajas	
#####	VENEGAS MORENO JUAN JOSE	DOCENTE ASIGNATURA "B"	22	3,701.28	170.83	117.15	11,511.43	0.00	296.10	2,116.06	17,912.85	2,511.50	8.81	314.61	362.00			37.01		3,333.93	14,678.92	Juan J. Venegas	
TOTALS				888.00	135,714.96	6,879.83	4,427.52	361,728.34	846.86	1,074.08	77,367.70	598,009.18	95,669.82	429.78	8,330.60	15,460.94	113.29	318.76	705.60	1,365.61	122,384.30	485,624.88	

LIC R. CECILIA VILLALBA ROSALES  
Jefe Dpto. Recursos Humanos  
Elaboro

LIC MIGUEL A. NORATÍ VALENCIA  
SUPERVISOR ADMINISTRATIVO

LIC SADI MUNGUÍA ORTIZ  
DIRECTOR GENERAL  
AUTORIZA

7.00 13.00