

INSTITUTO TECNOLÓGICO SUPERIOR DE TAMAZULA DE GARCÍA  
NOMINA DE LA PRIMERA QUINCENA DE SEPTIEMBRE 2013  
DEL 01 AL 15 DE SEPTIEMBRE DEL 2013  
HONORARIOS ASIMILABLES A SALARIOS



CLAVE	NOMBRE DEL EMPLEADO	PUESTO	HSM	PERCEPCIONES						DEDUCCIONES					INGRESO	FIRMA					
				SUELDO	DESPENSA	MATERIAL DIDACTICO	SERVICIO DE GUARDERIA	PRIMA DE ANTIGÜEDAD	RETROACTIVO DE SUELDO POR CARGA HORARIA	TOTAL	I.S.P.T.	I.M.S.S.	DESCTO PENSIONES	DESCTO PRESTAMO			ajuste de Unes Escolares	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	0.00	218.40	0.00	6,146.00	765.59	17.42	464.09	1,184.00				2,431.10	3,714.90		
#####	GONZALEZ VAZQUEZ LUIS GABRIEL	DOCENTE ASIGNATURA "A"	37	5,459.91	287.31	180.38	0.00	436.79	0.00	6,364.39	812.24	18.29	464.09	1,727.59				3,022.21	3,342.18		
#####	SANDOVAL PEREZ KARINA	DOCENTE ASIGNATURA "A"	40	5,902.60	310.60	195.00	0.00	0.00	590.26	6,998.46	947.68	20.01	501.72				1,469.41	5,529.05			
#####	REYES ARELLANO MARIA GLORIA	DOCENTE ASIGNATURA "A"	21	2,877.52	151.42	95.06	0.00	0.00	590.26	3,714.26	303.37	5.53	263.40	695.37		28.78		1,296.45	2,417.81		
#####	MUNGUIA FLORES MIGUEL ANGEL	DOCENTE ASIGNATURA "A"	39	5,755.04	302.84	190.13	0.00	0.00	442.70	6,690.71	881.94	18.95	489.18	548.00				1,938.07	4,752.64		
#####	ARELLANO SANTIAGO ARMIDA	DOCENTE ASIGNATURA "A"	40	5,902.60	310.60	195.00	0.00	0.00	442.70	6,650.30	916.16	19.72	501.72	0.00		59.03		1,496.63	5,354.27		
#####	VÁZQUEZ RUIZ KARLA MARISOL	DOCENTE ASIGNATURA "A"	40	5,902.60	310.60	195.00	294.00	0.00	737.83	7,440.03	1,042.00	21.48	501.72	2,274.00		59.03		3,898.23	3,541.80		
#####	RAMOS GARCIA ERIK JOSUE	DOCENTE ASIGNATURA "A"	40	5,902.60	310.60	195.00	0.00	0.00	885.39	7,293.59	1,010.72	20.60	501.72	1,115.00		59.03		2,707.07	4,586.52		
#####	GARCIA MAGAÑA RAUL	DOCENTE ASIGNATURA "A"	35	4,722.08	248.48	156.00	0.00	0.00	0.00	5,126.56	547.84	15.02	439.01	0.00		47.22		1,049.09	4,077.47		
#####	RODRIGUEZ MENDOZA RAMIRO	DOCENTE ASIGNATURA "A"	29	4,279.39	225.19	141.38	0.00	0.00	1,328.09	5,974.05	728.86	13.10	376.29	255.00		42.79		1,416.04	4,558.01		
#####	OPTIZ AVILA WISCARY FABIAN	DOCENTE ASIGNATURA "A"	36	5,312.34	279.54	175.50	0.00	0.00	0.00	5,767.38	684.72	15.78	451.55	0.00				1,152.05	4,615.33		
#####	TORRES CORTES OMAR RAFAEL	DOCENTE ASIGNATURA "A"	37	5,459.91	287.31	180.38	0.00	0.00	0.00	5,927.60	718.94	16.55		0.00				735.49	5,192.11		
#####	GUIDIÑO VENEGAS René	DOCENTE ASIGNATURA "A"	38	5,607.47	295.07	185.25	0.00	0.00	0.00	6,087.79	753.16	17.31		0.00		40.00		810.47	5,277.32		
#####	GAYTAN ANDRADE JUAN JOSE	DOCENTE ASIGNATURA "A"	31	6,345.30	333.90	209.63	0.00	0.00	0.00	6,888.83	924.26	11.97		0.00				936.23	5,952.60		
#####	MARIA FLORENCIA GONZALEZ ZUÑIGA	DOCENTE ASIGNATURA "A"	32	4,722.08	248.48	156.00	0.00	0.00	737.83	5,864.39	705.44	14.21		0.00				719.65	5,144.74		
#####	SALAZAR AGUILAR BERNARDO GUSTAV	DOCENTE ASIGNATURA "A"	40	5,164.78	271.78	170.63	0.00	0.00	0.00	5,607.19	650.50	18.83		0.00				669.33	4,937.86		
#####	Sanchez VIEYRA MARIA TERESA	DOCENTE ASIGNATURA "A"	35	5,164.78	271.78	170.63	257.25	0.00	737.83	6,602.27	863.05	16.50		0.00				879.55	5,722.72		
#####	RUBIO MONTANTE ISRAEL	DOCENTE ASIGNATURA "A"	40	5,902.60	310.60	195.00	0.00	0.00	590.26	6,998.46	947.68	20.01	501.72	617.00		59.03		2,145.44	4,853.02		
#####	HIÑOJOSA GOMEZ CARLOS ADOLFO	DOCENTE ASIGNATURA "B"	40	6,729.60	310.60	213.00	0.00	0.00	974.57	8,227.77	1,210.26	24.84	572.02					1,807.12	6,420.65		
#####	LANGARICA RIVERA VICTOR MANUEL	DOCENTE ASIGNATURA "B"	40	6,729.60	310.60	213.00	0.00	0.00	0.00	7,253.20	1,002.09	22.89						1,024.98	6,228.22		
#####	BAÑUELOS AMEZCUA ULISES	DOCENTE ASIGNATURA "B"	40	6,729.60	310.60	213.00	0.00	0.00	672.86	7,926.16	1,145.84	24.24	572.02	1,296.00				3,038.10	4,888.06		
#####	INESTRA GONZALEZ J. JESUS	DOCENTE ASIGNATURA "B"	39	6,393.12	295.07	202.35	0.00	0.00	0.00	6,890.54	924.63	22.03	557.72	442.00			1,346.54	3,292.92	3,597.62		
#####	ALARCON DOMINGUEZ KARINA	DOCENTE ASIGNATURA "B"	36	5,972.52	275.66	189.04	264.60	0.00	0.00	6,701.82	884.32	20.50	514.81	1,116.00				2,535.63	4,166.19		
#####	BARAJAS PEREZ JUAN SAUL	DOCENTE ASIGNATURA "B"	24	4,037.76	186.36	127.80	0.00	0.00	0.00	4,351.92	407.37	9.07	343.21	544.00				1,303.65	3,048.27		
#####	VENEGAS MORENO JUAN JOSE	DOCENTE ASIGNATURA "B"	22	3,617.16	166.95	114.49	0.00	289.37	0.00	4,187.97	379.16	8.53	314.61	362.00				1,064.30	3,123.67		
TOTALES				888.00	136,052.67	6,899.25	4,439.03	815.85	944.56	8,730.68	157,882.24	20,157.82	433.38	8,330.60	12,175.96	40.00	354.91	1,346.54	42,839.21	115,043.03	

LIC. R. CECILIA VILLA ROCHES  
Jefe Dep. Recursos Humanos

LIC. MIGUEL A. MONTO VALENCIA  
SUBDIRECTOR ADMINISTRATIVO

DR. FEDERICO DANIEL GARZA GARCIA  
DIRECCIÓN GENERAL

4101710571

INSTITUTO TECNOLÓGICO :  
NOMINA DE LA PRIMER  
DEL 01 AL 15 DE SEPTIEMBRE DEL 2013  
PERSONAL ADMINISTRATIVO

CR DE TAMAZULA DE GORDIANO



CLAVE	NOMBRE DEL EMPLEADO	PUESTO	SUELDO MENSUAL	PERCEPCIONES										DEDUCCIONES					INGRESO	FIRMA
				SUELDO	DEPENSA	AYUDA DEPENSA	AYUDA TRANSPORTE	PRIMA DE ANTIGÜEDAD QUINCENAL	SUBSIDIO EMPLEO	SERVICIO DE GUARDERIA	TOTAL	I.S.P.T.	I.M.S.S.	PENSION EDO	DECTO PRESTAMO	FOJIDO DE GARANZIA PLUS	CUOTA SIND. 1%	TOTAL		
	FEDERICO DANIEL GARZA GARCIA	DIRECTOR GENERAL	46,501.00	23,250.50	310.50	940.00	668.00	0.00	0.00	0.00	25,169.00	5,735.38	85.48	1,978.29	3,876.00			11,673.16	13,495.84	
	VERONICA ANAYI GUTIERREZ SEVILLA	SECRETARIA DE DIRECCION	6,354.52	3,177.26	310.50			0.00	0.00	0.00	3,487.76	150.29	7.98	270.07			31.77	460.08	3,027.67	
	MIGUEL ANGEL NORATO VALENCIA	SUBDIRECTOR ADMINISTRATIVO	25,304.93	12,652.48	310.50			480.79	0.00	0.00	13,443.77	2,393.29	65.12	1,075.46				3,533.87	9,909.90	
	GUAYMILLI TOMATUH RIOS GUTIERREZ	PROGRAMADOR	6,354.52	3,177.26	310.50			0.00	0.00	0.00	3,487.76	150.29	4.68	270.07			31.77	456.81	3,030.95	
	MARIA GUADALUPE MARGANA MENDOZA	JEFE DE DEPTO. DE RECURSOS FINANCIEROS	15,506.62	7,752.81	310.50			294.61	0.00	294.00	8,651.92	1,300.86	36.45	658.99				1,996.30	6,655.62	
	ANA KARINA MARTINEZ ELIZONDO	TECNICO ESPECIALIZADO	7,017.26	3,508.63	310.50			268.66	0.00	0.00	4,088.79	362.81	11.19	298.23	0.00		35.09	707.32	3,378.47	
	DANIELA FLORES CARDENAS	JEFE DE ORIGINA	6,354.52	3,177.26	310.50			241.47	0.00	294.00	4,023.23	352.81	9.73	270.07	982.00			1,614.61	2,408.62	
	RAMONA CECILIA VILA ROSALES	JEFE DE DEPTO. DE RECURSOS HUMANOS	15,506.62	7,752.81	310.50			147.30	0.00	294.00	8,604.61	1,289.40	35.01	658.99	3,205.82	99.60		5,268.82	3,235.79	
	MARIA GUADALUPE PEREZ CARRAZO	SECRETARIA DE DEPARTAMENTO	4,504.90	2,102.29	288.80			0.00	4.17	0.00	2,396.26	0.00	0.43					0.43	2,395.83	
	CRISTOSTOMO CELIS MARCO ANTONIO	INGENIERO EN SISTEMAS	7,749.59	3,874.80	310.50			73.62	0.00	0.00	4,268.32	390.70	12.14	329.36	0.00			732.20	3,526.12	
	FRANCISCO JAVIER SANCHEZ PEREZ	ANALISTA TECNICO	5,763.70	2,881.85	310.50			0.00	0.00	0.00	3,192.35	118.14	3.78	244.86	797.00		28.82	1,192.70	1,999.65	
	LUIS FERNANDO VELASCO HERNANDEZ	ANALISTA TECNICO	5,763.70	2,689.73	288.80			0.00	0.00	0.00	2,979.53	74.74	6.25	244.86	536.79		28.90	889.64	2,089.89	
	MARCO ANTONIO TAPIA CORREA	TECNICO EN MANTENIMIENTO	4,293.51	2,146.76	310.50			81.58	0.00	0.00	2,538.84	11.79	2.40	182.47	0.00		21.47	218.13	2,320.71	
	ANGEL CHAVEZ ANAYA	TECNICO EN MANTENIMIENTO	4,293.51	2,146.76	310.50			0.00	0.00	0.00	2,457.26	2.92	2.00	182.47	689.00		21.47	897.86	1,559.40	
	MANUEL VILLALBAZ GUTIERREZ	INTERINTE	4,103.79	2,051.90	310.50			155.94	0.00	0.00	2,518.34	9.56	2.22	174.41	0.00		0.00	186.19	2,332.15	
	PATRICIA GARCIA MARTINEZ	INTERINTE	4,103.79	2,051.90	310.50			77.97	0.00	0.00	2,440.37	1.08	1.84	174.41	659.00		20.52	856.85	1,583.52	
	JOSE ANTONIO GUTIERREZ QUIROZ	INTERINTE	4,103.79	1,915.11	288.80			0.00	38.94	0.00	2,243.85	0.00	0.00					-	2,243.85	
	JORGE TORREZ MUNGUIA	VIGILANTE	3,607.78	1,903.89	310.50			72.35	30.04	0.00	2,316.78	0.00	0.95	161.83	0.00		19.04	181.82	2,134.96	
	MIGUEL SOLOZANO SANCHEZ	VIGILANTE	3,607.78	1,903.89	310.50			36.17	33.97	0.00	2,284.53	0.00	0.78	161.83			0.00	162.61	2,121.92	
	IVAN GUADALUPE RODRIGUEZ CALVEZ	ANALISTA TECNICO	5,763.70	2,881.85	310.50			0.00	0.00	0.00	3,192.35	118.14	6.25	244.98			28.82	398.17	2,794.18	
	MARTIN RODRIGUEZ VAZQUEZ	SUBDIRECTOR ACADEMICO	-	0.00	0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00				-	0.00	
	MARIA ESTHER AGUIAO QUIROZ	SRJA DE SUBDIRECCION Académica	5,220.87	2,610.44	310.50			0.00	0.00	0.00	2,920.94	68.36	1.70	221.89	838.00		0.00	1,129.95	1,790.99	
	MIGUEL ANGEL MACIEL GUZMAN	JEFE DE DIVISION DE ACADEMICO INNOVACION	21,870.86	10,935.43	310.50			831.09	0.00	0.00	12,077.02	2,071.83	56.72	928.51	3,509.00		0.00	6,567.06	5,509.96	
	EMMANUEL VEGA NEGRETTE	ANALISTA ESPECIALIZADO	6,678.82	3,338.41	310.50			0.00	0.00	0.00	3,648.91	292.92	8.89	283.76			33.38	618.95	3,029.96	
	JOSE ANDRADE GARCIA	JEFE DE DIVISION DE ACADEMICO ELECTRONICA	21,870.86	10,935.43	310.50			0.00	0.00	0.00	11,245.93	1,976.35	52.83	928.51				2,858.69	8,387.24	

Manuel Villalba 19/09/2013  
Francisco Carrasco 19/09/2013  
Rafael Flores 19/09/2013  
Dora Flores C. 19/09/2013  
Rafael Flores 19/09/2013

CLAVE	NOMBRE DEL EMPLEADO	PUESTO	SUELDO MENSUAL	PERCEPCIONES										DEDUCCIONES				INGRESO		FIRMA
				SUELDO	DESPENSA	AYUDA DESPENSA	AYUDA TRANSPORTE	PRIMA DE ANTIGÜEDAD QUINCENAL	SUBSIDIO EMPLEO	SERVICIO DE GUARDERÍA	TOTAL	I.S.P.T.	I.M.S.S.	PENSION EDO	DECTO PRESTAMO	FOONDO DE OPORTUNIDAD PLUS	CUOTA SIND. 1%	TOTAL	NETO	
#####	GUILLERMINA GOMEZ MARTINEZ	CAPTURISTA	4,986.42	2,483.21	310.50			0.00	0.00	0.00	2,793.71	54.52	3.95	211.07	0.00		24.83	294.37	2,499.34	
#####	JOSE MANUEL ROJAS MARTINEZ	JEFE DE DIVISION DE ACADÉMICO IND. ALIMENTARIA	21,870.85	10,935.43	310.50			0.00	0.00	0.00	11,245.93	1,876.35	52.26	929.51	1,537.00			4,395.12	6,850.81	
#####	LUCIEL ESMERALDA MEDINA MENDEZ	SECRETARIA DE DEPARTAMENTO	4,594.80	2,292.45	310.50			0.00	0.00	0.00	2,682.95	14.42	2.61	191.46	0.00		22.52	231.01	2,331.94	
#####	ANGELICA DEL ROCIO AMEZCUA RODRIGUEZ	ANALISTA ESPECIALIZADO	6,676.82	3,338.41	310.50			0.00	0.00	0.00	3,648.31	292.92	8.89	283.76	0.00		33.36	618.95	3,029.36	
#####	NORMA LETICIA BALTIZAR SANTOS	LABORATORISTA	4,727.81	2,363.91	310.50			0.00	0.00	294.00	2,968.41	73.53	3.85	200.93	506.00		0.00	784.31	2,184.10	
#####	NAVIEL CASTEREDA CUEVAS	LABORATORISTA	4,727.81	2,363.91	310.50			0.00	0.00	0.00	2,674.41	41.54	3.14	200.93	0.00		0.00	245.61	2,428.80	
#####	LAURA REBECA PIZANO ORTEGA	LABORATORISTA	4,727.81	2,206.32	289.80			0.00	0.00	0.00	2,496.12	7.14	0.95		0.00		0.00	8.09	2,488.03	
#####	ROGELIO RAMIREZ MORENO	JEFE DE PLANEACION, PROGRAMACION Y EVALUACION	15,505.62	7,752.81	310.50			441.91	0.00	0.00	8,505.22	1,289.53	36.59	658.99	2,488.00		0.00	4,453.11	4,052.11	
#####	SOCRATES VAZQUEZ RAMOS	CAPTURISTA	4,986.42	2,483.21	310.50			94.36	0.00	0.00	2,868.07	64.79	4.33	211.07	417.00		0.00	697.19	2,190.88	
#####	MA DE JESUS OCHOA ORTIZ	JEFE DE SERVICIOS ESCOLARES	15,505.62	7,752.81	310.50			0.00	0.00	0.00	8,063.31	1,175.13	34.12	658.99	0.00		0.00	1,868.24	6,195.07	
#####	BELÉN VARGAS RODRIGUEZ	PSICOLOGO	6,676.72	3,338.36	310.50			0.00	0.00	0.00	3,648.86	292.91	8.89	283.76			33.38	618.94	3,029.92	
#####	ANA LILIA GUTIERREZ MACIEL	SECRETARIA DE DEPARTAMENTO	4,594.80	2,292.45	310.50			0.00	0.00	0.00	2,682.95	14.42	2.61	191.46	0.00		22.52	231.01	2,331.94	
#####	MARIA DEL CARMEN DEL TORO MEJIA	BIBLIOTECARIO	4,293.51	2,146.76	310.50			81.58	0.00	294.00	2,832.84	58.76	2.99	182.47	250.00		0.00	494.24	2,338.60	
#####	EFRAIN MORAN AVILA	JEFE DE PROMOCION, DIFUSION Y VINCULACION	15,505.62	7,752.81	310.50			0.00	0.00	0.00	8,063.31	1,175.13	34.42	658.99	1,659.00		0.00	3,527.54	4,535.77	
#####	ANA ROSA CONTRERAS RODRIGUEZ	TÉCNICO ESPECIALIZADO	7,017.29	3,508.65	310.50			0.00	0.00	0.00	3,819.16	320.15	9.88	288.24	0.00		35.09	663.36	3,155.79	
	TOTALES		386,775.05	183,750.95	12,026.70	940.00	668.00	3,377.40	107.12	1,470.00	202,240.17	22,482.92	624.29	15,106.13	21,949.61	89.60	470.77	61,733.32	140,606.85	

Auto de Recursos Humanos  
Elibero

Superviso

DR. FEDERICO DANIEL GARCIA GARCIA  
DIRECTOR GENERAL  
AUTORIZA

184,911.98