



UNIVERSIDAD VERACRUZANA
SECRETARIA DE ADMINISTRACIÓN Y FINANZAS
DIRECCIÓN GENERAL DE RECURSOS HUMANOS
TABULADOR DE PERSONAL ACADEMICO

ZONA BARATA (REGIONES XALAPA, CÓRDOBA, POZA RICA)

CATEGORIA	PERCEPCIONES MENSUALES							DEDUCCIONES MENSUALES				PRESTACIONES ANUALES					CUOTAS PATRONALES	
	SUELDO TABULADO	DESPENSA	MATERIAL DE APOYO	COMP. ZONA BARATA	AYUDA DE RENTA	FOMENTO AL AHORRO	TOTAL DE PERCEPCIONES	ISR	CUOTA IPE	MAGISTERIO	TOTAL DE DEDUCCIONES MENSUALES	PRIMA VACACIONAL	AGUINALDO	20 DÍAS	PAGO ÚNICO/ 5 DÍAS	ENS. MED./ DIFS. SEPT.	2% SAR	IPE PATRONAL
T.C. ACAD. CARR TIT. C	26,052.64	1,260.00	2,605.26	2,560.00	840.00	680.00	33,997.90	5,944.63	3,126.32	172.58	9,243.53	15,631.58	34,736.85	17,368.43	4,209.51	795.60	521.05	4,428.95
T.C. ACAD. CARR TIT. B	22,581.08	1,260.00	2,258.11	2,560.00	840.00	680.00	30,179.19	5,046.47	2,709.73	155.23	7,911.43	13,548.65	30,108.11	15,054.05	3,648.58	689.60	451.62	3,838.78
T.C. ACAD. CARR TIT. A	19,109.64	1,260.00	1,910.96	2,560.00	840.00	680.00	26,360.60	4,148.34	2,293.16	137.87	6,579.36	11,465.78	25,479.52	12,739.76	3,087.67	583.60	382.19	3,248.64
T.C. ACAD. CARR ASOC C	16,500.20	1,260.00	1,650.02	2,560.00	840.00	680.00	23,490.22	3,473.23	1,980.02	124.82	5,578.07	9,900.12	22,000.27	11,000.13	2,666.05	503.88	330.00	2,805.03
T.C. ACAD. CARR ASOC B	14,789.56	1,260.00	1,478.96	2,560.00	840.00	680.00	21,608.52	3,057.91	1,774.75	116.27	4,948.92	8,873.74	19,719.41	9,859.71	2,389.65	451.64	295.79	2,514.23
T.C. ACAD. CARR ASOC A	13,101.64	1,260.00	1,310.16	2,560.00	840.00	680.00	19,751.80	2,661.32	1,572.20	107.83	4,341.34	7,860.98	17,468.85	8,734.43	2,116.92	400.12	262.03	2,227.28
T.C. TEC. ACAD. TIT. C	18,407.04	1,260.00	1,840.70	2,560.00	840.00	680.00	25,587.74	3,966.56	2,208.84	134.36	6,309.76	11,044.22	24,542.72	12,271.36	2,974.15	562.12	368.14	3,129.20
T.C. TEC. ACAD. TIT. B	16,294.84	1,260.00	1,629.48	2,560.00	840.00	680.00	23,264.32	3,420.09	1,955.38	123.79	5,499.27	9,776.90	21,726.45	10,863.23	2,632.87	497.64	325.90	2,770.12
T.C. TEC. ACAD. TIT. A	14,593.40	1,260.00	1,459.34	2,560.00	840.00	680.00	21,392.74	3,011.82	1,751.21	115.29	4,878.31	8,756.04	19,457.87	9,728.93	2,357.95	445.68	291.87	2,480.88
T.C. TEC. ACAD. ASOC C	13,845.20	1,260.00	1,384.52	2,560.00	840.00	680.00	20,569.72	2,836.02	1,661.42	111.55	4,608.99	8,307.12	18,460.27	9,230.13	2,237.07	422.80	276.90	2,353.68
T.C. TEC. ACAD. ASOC B	12,809.64	1,260.00	1,280.96	2,560.00	840.00	680.00	19,430.60	2,592.71	1,537.16	106.37	4,236.23	7,685.78	17,079.52	8,539.76	2,069.74	391.20	256.19	2,177.64
T.C. TEC. ACAD. ASOC A	10,679.32	1,260.00	1,067.93	2,560.00	840.00	680.00	17,087.25	2,092.17	1,281.52	95.72	3,469.40	6,407.59	14,239.09	7,119.55	1,725.53	326.12	213.59	1,815.48
M.T. ACAD. CARR TIT. C	13,026.32	630.00	1,302.63	1,280.00	420.00	340.00	16,998.95	2,297.59	1,563.16	107.45	3,968.20	7,815.79	17,368.43	8,684.21	2,104.75	397.80	260.53	2,214.47
M.T. ACAD. CARR TIT. B	11,290.54	630.00	1,129.05	1,280.00	420.00	340.00	15,089.59	1,889.75	1,354.86	98.77	3,343.39	6,774.32	15,054.05	7,527.03	1,824.29	344.80	225.81	1,919.39
M.T. ACAD. CARR TIT. A	9,554.82	630.00	955.48	1,280.00	420.00	340.00	13,180.30	1,481.92	1,146.58	90.09	2,718.60	5,732.89	12,739.76	6,369.88	1,543.84	291.80	191.10	1,624.32
M.T. ACAD. CARR ASOC C	8,250.10	630.00	825.01	1,280.00	420.00	340.00	11,745.11	1,175.37	990.01	83.57	2,248.95	4,950.06	11,000.13	5,500.07	1,333.03	251.94	165.00	1,402.52
M.T. ACAD. CARR ASOC B	7,394.78	630.00	739.48	1,280.00	420.00	340.00	10,804.26	993.12	887.37	79.29	1,959.79	4,436.87	9,859.71	4,929.85	1,194.83	225.82	147.90	1,257.11
M.T. ACAD. CARR ASOC A	6,550.82	630.00	655.08	1,280.00	420.00	340.00	9,875.90	826.76	786.10	75.07	1,687.93	3,930.49	8,734.43	4,367.21	1,058.46	200.06	131.02	1,113.64
M.T. TEC. ACAD. TIT. C	9,203.52	630.00	920.35	1,280.00	420.00	340.00	12,793.87	1,399.38	1,104.42	88.34	2,592.14	5,522.11	12,271.36	6,135.68	1,487.08	281.06	184.07	1,564.60
M.T. TEC. ACAD. TIT. B	8,147.42	630.00	814.74	1,280.00	420.00	340.00	11,632.16	1,151.24	977.69	83.06	2,211.99	4,888.45	10,863.23	5,431.61	1,316.43	248.82	162.95	1,385.06
M.T. TEC. ACAD. TIT. A	7,296.70	630.00	729.67	1,280.00	420.00	340.00	10,696.37	973.79	875.60	78.80	1,928.20	4,378.02	9,728.93	4,864.47	1,178.98	222.84	145.93	1,240.44
M.T. TEC. ACAD. ASOC C	6,922.60	630.00	692.26	1,280.00	420.00	340.00	10,284.96	900.05	830.71	76.93	1,807.69	4,153.56	9,230.13	4,615.07	1,118.53	211.40	138.45	1,176.84
M.T. TEC. ACAD. ASOC B	6,404.82	630.00	640.48	1,280.00	420.00	340.00	9,715.30	797.98	768.58	74.34	1,640.90	3,842.89	8,539.76	4,269.88	1,034.87	195.60	128.10	1,088.82
M.T. TEC. ACAD. ASOC A	5,339.66	630.00	533.97	1,280.00	420.00	340.00	8,543.63	609.31	640.76	69.02	1,319.09	3,203.80	7,119.55	3,559.77	862.77	163.06	106.79	907.74
PROFR. ASIGNATURA B	378.62	31.50	37.86	64.00	21.00	17.00	549.98	-397.41	45.43	44.21	-307.76	227.17	504.83	252.41	61.18	11.56	7.57	64.37
PROFR. ASIGNATURA A	333.00	31.50	33.30	64.00	21.00	17.00	499.80	-398.43	39.96	43.99	-314.49	199.80	444.00	222.00	53.80	10.18	6.66	56.61
ACAD INST EN IDIOMAS	9,066.92	1,260.00	906.69	2,560.00	840.00	680.00	15,313.61	1,713.32	1,088.03	87.65	2,889.00	5,440.15	12,089.23	6,044.61	1,465.00	276.90	181.34	1,541.38
ACAD INST ESP MEDICAS "B"	12,360.22	1,260.00	1,236.02	2,560.00	840.00	680.00	18,936.24	2,487.11	1,483.23	104.12	4,074.46	7,416.13	16,480.29	8,240.15	1,997.13	377.46	247.20	2,101.24
ACAD INST ESP MEDICAS "A"	11,419.70	1,260.00	1,141.97	2,560.00	840.00	680.00	17,901.67	2,266.13	1,370.36	99.42	3,735.91	6,851.82	15,226.27	7,613.13	1,845.16	348.74	228.39	1,941.35
ACAD. INST EN MEDICINA GRAL	9,695.44	1,260.00	969.54	2,560.00	840.00	680.00	16,004.98	1,860.99	1,163.45	90.80	3,115.24	5,817.26	12,927.25	6,463.63	1,566.56	296.08	193.91	1,648.22
ACAD INST QUIM CLINICO "B"	9,782.98	1,260.00	978.30	2,560.00	840.00	680.00	16,101.28	1,881.56	1,173.96	91.23	3,146.76	5,869.79	13,043.97	6,521.99	1,580.70	298.76	195.66	1,663.11
ACAD INST QUIM CLINICO "A"	9,521.80	1,260.00	952.18	2,560.00	840.00	680.00	15,813.98	1,820.20	1,142.62	89.93	3,052.74	5,713.08	12,695.73	6,347.87	1,538.50	290.78	190.44	1,618.71
ACAD INST NUTRILOGO	8,808.50	1,260.00	880.85	2,560.00	840.00	680.00	15,029.35	1,652.60	1,057.02	86.36	2,795.98	5,285.10	11,744.67	5,872.33	1,423.25	269.00	176.17	1,497.45
ACAD INST TEC HISTOTEC	7,211.62	1,260.00	721.16	2,560.00	840.00	680.00	13,272.78	1,277.40	865.39	78.38	2,221.17	4,326.97	9,615.49	4,807.75	1,165.23	220.24	144.23	1,225.98
ACAD INST TEC RADIOLOGO	7,211.62	1,260.00	721.16	2,560.00	840.00	680.00	13,272.78	1,277.40	865.39	78.38	2,221.17	4,326.97	9,615.49	4,807.75	1,165.23	220.24	144.23	1,225.98
ACAD INST ENFER ESPEC	9,343.76	1,260.00	934.38	2,560.00	840.00	680.00	15,618.14	1,778.36	1,121.25	89.04	2,988.65	5,606.26	12,458.35	6,229.17	1,509.74	285.34	186.88	1,588.44
ACAD INST ENFERMERA GRAL	8,167.12	1,260.00	816.71	2,560.00	840.00	680.00	14,323.83	1,501.90	980.05	83.16	2,565.11	4,900.27	10,889.49	5,444.75	1,319.62	249.42	163.34	1,388.41
ACAD INST ENFERMERA TEC	7,211.62	1,260.00	721.16	2,560.00	840.00	680.00	13,272.78	1,277.40	865.39	78.38	2,221.17	4,326.97	9,615.49	4,807.75	1,165.23	220.24	144.23	1,225.98
ACAD INST ENFERMERA AUX	6,683.60	1,260.00	668.36	2,560.00	840.00	680.00	12,691.96	1,153.33	802.03	75.74	2,031.10	4,010.16	8,911.47	4,455.73	1,079.92	204.10	133.67	1,136.21

Otras percepciones mensuales:

Otras percepciones anuales:

Reconocimiento de antigüedad.- El pago de esta prestación se realiza en función a la antigüedad del trabajador, es el 2% del sueldo por cada año de antigüedad, pagado a partir del quinto año; al cumplir 21 años de antigüedad el porcentaje cambia de 2% a 2.5% cada año.

Higiene y seguridad.- Compensación adicional del 5% del sueldo tabulado, para aquellas plazas donde la labor del personal académico tiene un riesgo laboral.

Día festivo.- El pago de un día de salario tabulado en aquellas fechas donde coincida los días festivos o de descanso obligatorio con días de descanso semanal.

Fondo de ahorro.- Se paga cada año a los trabajadores al momento de cumplir años de servicio de acuerdo con lo siguiente: de 5 a 9 años, 7 días de sueldo tabulado más reconocimiento de antigüedad, de 10 a 14 años, 14 días, de 15 a 19, 21 días, de 20 a 24, 28 días, de 25 a 29, 35 días y de 30 en adelante 42 días.

ELABORA
C.P. ISIDRO PEDRO BOLAÑOS DURÁN
DIRECTOR DE NÓMINAS

PROPONE
MTRA. ANGELICA IVONNE CISNEROS LUJÁN
DIRECTORA GENERAL DE RECURSOS HUMANOS

AUTORIZA
MTRA. CLEMENTINA GUERRERO GARCÍA
SECRETARIA DE ADMINISTRACIÓN Y FINANZAS

VIGENCIA
FECHA
1 DE MARZO DE 2016
27-may-16



UNIVERSIDAD VERACRUZANA
SECRETARIA DE ADMINISTRACIÓN Y FINANZAS
DIRECCIÓN GENERAL DE RECURSOS HUMANOS
TABULADOR DE PERSONAL ACADÉMICO

ZONA CARA (REGIONES VERACRUZ- BOCA DEL RIO, ORIZABA, TUXPAN, COATZACOALCOS Y MINATITLÁN)

CATEGORIA	PERCEPCIONES MENSUALES							DEDUCCIONES MENSUALES				PRESTACIONES ANUALES					CUOTAS PATRONALES	
	SUELDO TABULADO	DESPENSA	MATERIAL DE APOYO	COMP. ZONA BARATA	AYUDA DE RENTA	FOMENTO AL AHORRO	TOTAL DE PERCEPCIONES	ISR	CUOTA IPE	MAGISTERIO	TOTAL DE DEDUCCIONES MENSUALES	PRIMA VACACIONAL	AGUINALDO	20 DÍAS	PAGO ÚNICO/ 5 DÍAS	ENS. MED. / DIFS. SEPT	2% SAR	IPE PATRONAL
T.C. ACAD. CARR TIT. C	31,536.00	1,260.00	3,153.60	0.00	840.00	680.00	37,469.60	6,931.78	3,784.32	200.00	10,916.10	18,921.60	42,048.00	21,024.00	5,095.49	963.04	630.72	5,361.12
T.C. ACAD. CARR TIT. B	27,329.92	1,260.00	2,732.99	0.00	840.00	680.00	32,842.91	5,672.98	3,279.59	178.97	9,131.54	16,397.95	36,439.89	18,219.95	4,415.89	834.60	546.60	4,646.09
T.C. ACAD. CARR TIT. A	23,128.56	1,260.00	2,312.86	0.00	840.00	680.00	28,221.42	4,586.00	2,775.43	157.96	7,519.39	13,877.14	30,838.08	15,419.04	3,737.04	706.32	462.57	3,931.86
T.C. ACAD. CARR ASOC C	19,976.24	1,260.00	1,997.62	0.00	840.00	680.00	24,753.86	3,770.43	2,397.15	142.20	6,309.78	11,985.74	26,634.99	13,317.49	3,227.70	610.04	399.52	3,395.96
T.C. ACAD. CARR ASOC B	17,900.60	1,260.00	1,790.06	0.00	840.00	680.00	22,470.66	3,242.06	2,148.07	131.82	5,521.96	10,740.36	23,867.47	11,933.73	2,892.33	546.64	358.01	3,043.10
T.C. ACAD. CARR ASOC A	15,856.88	1,260.00	1,585.69	0.00	840.00	680.00	20,222.57	2,761.87	1,902.83	121.60	4,786.30	9,514.13	21,142.51	10,571.25	2,562.11	484.24	317.14	2,695.67
T.C. TEC. ACAD. TIT. C	22,280.04	1,260.00	2,228.00	0.00	840.00	680.00	27,288.04	4,366.47	2,673.60	153.72	7,193.80	13,368.02	29,706.72	14,853.36	3,599.94	680.40	445.60	3,787.61
T.C. TEC. ACAD. TIT. B	19,720.84	1,260.00	1,972.08	0.00	840.00	680.00	24,472.92	3,704.36	2,366.50	140.92	6,211.78	11,832.50	26,294.45	13,147.23	3,186.43	602.24	394.42	3,352.54
T.C. TEC. ACAD. TIT. A	17,663.36	1,260.00	1,766.34	0.00	840.00	680.00	22,209.70	3,186.32	2,119.60	130.64	5,436.56	10,598.02	23,551.15	11,775.57	2,853.99	539.40	353.27	3,002.77
T.C. TEC. ACAD. ASOC C	16,755.60	1,260.00	1,675.56	0.00	840.00	680.00	21,211.16	2,973.03	2,010.67	126.10	5,109.80	10,053.36	22,340.80	11,170.40	2,707.32	511.68	335.11	2,848.45
T.C. TEC. ACAD. ASOC B	15,505.56	1,260.00	1,550.56	0.00	840.00	680.00	19,836.12	2,679.32	1,860.67	119.85	4,659.84	9,303.34	20,674.08	10,337.04	2,505.34	473.52	310.11	2,635.95
T.C. TEC. ACAD. ASOC A	12,923.72	1,260.00	1,292.37	0.00	840.00	680.00	16,996.09	2,072.70	1,550.85	106.94	3,730.48	7,754.23	17,231.63	8,615.81	2,088.17	394.68	258.47	2,197.03
M.T. ACAD. CARR TIT. C	15,768.00	630.00	1,576.80	0.00	420.00	340.00	18,734.80	2,668.36	1,892.16	121.16	4,681.68	9,460.80	21,024.00	10,512.00	2,547.75	481.52	315.36	2,680.56
M.T. ACAD. CARR TIT. B	13,664.96	630.00	1,366.50	0.00	420.00	340.00	16,421.46	2,174.23	1,639.80	110.64	3,924.67	8,198.98	18,219.95	9,109.97	2,207.94	417.30	273.30	2,323.04
M.T. ACAD. CARR TIT. A	11,564.28	630.00	1,156.43	0.00	420.00	340.00	14,110.71	1,680.66	1,387.71	100.14	3,168.51	6,938.57	15,419.04	7,709.52	1,868.52	353.16	231.29	1,965.93
M.T. ACAD. CARR ASOC C	9,988.12	630.00	998.81	0.00	420.00	340.00	12,376.93	1,310.32	1,198.57	92.26	2,601.16	5,992.87	13,317.49	6,658.75	1,613.85	305.02	199.76	1,697.98
M.T. ACAD. CARR ASOC B	8,950.30	630.00	895.03	0.00	420.00	340.00	11,235.33	1,070.37	1,074.04	87.07	2,231.48	5,370.18	11,933.73	5,966.87	1,446.16	273.32	179.01	1,521.55
M.T. ACAD. CARR ASOC A	7,928.44	630.00	792.84	0.00	420.00	340.00	10,111.28	868.94	951.41	81.96	1,902.32	4,757.06	10,571.25	5,285.63	1,281.05	242.12	158.57	1,347.83
M.T. TEC. ACAD. TIT. C	11,140.02	630.00	1,114.00	0.00	420.00	340.00	13,644.02	1,580.97	1,336.80	98.02	3,015.80	6,684.01	14,853.36	7,426.68	1,799.97	340.20	222.80	1,893.80
M.T. TEC. ACAD. TIT. B	9,860.42	630.00	986.04	0.00	420.00	340.00	12,236.46	1,280.32	1,183.25	91.62	2,555.19	5,916.25	13,147.23	6,573.61	1,593.22	301.12	197.21	1,676.27
M.T. TEC. ACAD. TIT. A	8,831.68	630.00	883.17	0.00	420.00	340.00	11,104.85	1,046.99	1,059.80	86.48	2,193.27	5,299.01	11,775.57	5,887.79	1,427.00	269.70	176.63	1,501.39
M.T. TEC. ACAD. ASOC C	8,377.80	630.00	837.78	0.00	420.00	340.00	10,605.58	957.52	1,005.34	84.21	2,047.06	5,026.68	11,170.40	5,585.20	1,353.66	255.84	167.56	1,424.23
M.T. TEC. ACAD. ASOC B	7,752.78	630.00	775.28	0.00	420.00	340.00	9,918.06	834.32	930.33	81.08	1,845.73	4,651.67	10,337.04	5,168.52	1,252.67	236.76	155.06	1,317.97
M.T. TEC. ACAD. ASOC A	6,461.86	630.00	646.19	0.00	420.00	340.00	8,498.05	602.02	775.42	74.63	1,452.07	3,877.12	8,615.81	4,307.91	1,044.09	197.34	129.24	1,098.52
PROFR. ASIGNATURA B	460.82	31.50	46.08	0.00	21.00	17.00	576.40	-395.72	55.30	44.62	-295.80	276.49	614.43	307.21	74.46	14.08	9.22	78.34
PROFR. ASIGNATURA A	406.04	31.50	40.60	0.00	21.00	17.00	516.14	-398.12	48.72	44.35	-305.04	243.62	541.39	270.69	65.61	12.40	8.12	69.03
ACAD INST EN IDIOMAS	10,975.20	1,260.00	1,097.52	0.00	840.00	680.00	14,852.72	1,614.87	1,317.02	97.20	3,029.09	6,585.12	14,633.60	7,316.80	1,773.34	335.16	219.50	1,865.78
ACAD INST ESP MEDICAS "B"	12,360.22	1,260.00	1,236.02	0.00	840.00	680.00	16,376.24	1,940.30	1,483.23	104.12	3,527.64	7,416.13	16,480.29	8,240.15	1,997.13	377.46	247.20	2,101.24
ACAD INST ESP MEDICAS "A"	11,419.70	1,260.00	1,141.97	0.00	840.00	680.00	15,341.67	1,719.31	1,370.36	99.42	3,189.09	6,851.82	15,226.27	7,613.13	1,845.16	348.74	228.39	1,941.35
ACAD. INST EN MEDICINA GRAL	9,695.44	1,260.00	969.54	0.00	840.00	680.00	13,444.98	1,314.18	1,163.45	90.80	2,568.43	5,817.26	12,927.25	6,463.63	1,566.56	296.08	193.91	1,648.22
ACAD INST QUIM CLINICO "B"	9,782.98	1,260.00	978.30	0.00	840.00	680.00	13,541.28	1,334.75	1,173.96	91.23	2,599.94	5,869.79	13,043.97	6,521.99	1,580.70	298.76	195.66	1,663.11
ACAD INST QUIM CLINICO "A"	9,521.80	1,260.00	952.18	0.00	840.00	680.00	13,253.98	1,273.38	1,142.62	89.93	2,505.93	5,713.08	12,695.73	6,347.87	1,538.50	290.78	190.44	1,618.71
ACAD INST NUTRIOLOGO	8,808.50	1,260.00	880.85	0.00	840.00	680.00	12,469.35	1,105.78	1,057.02	86.36	2,249.17	5,285.10	11,744.67	5,872.33	1,423.25	269.00	176.17	1,497.45
ACAD INST TEC HISTOTEC	7,211.62	1,260.00	721.16	0.00	840.00	680.00	10,712.78	788.57	865.39	78.38	1,732.34	4,326.97	9,615.49	4,807.75	1,165.23	220.24	144.23	1,225.98
ACAD INST TEC RADIOLOGO	7,211.62	1,260.00	721.16	0.00	840.00	680.00	10,712.78	788.57	865.39	78.38	1,732.34	4,326.97	9,615.49	4,807.75	1,165.23	220.24	144.23	1,225.98
ACAD INST ENFER ESPEC	9,343.76	1,260.00	934.38	0.00	840.00	680.00	13,058.14	1,231.55	1,121.25	89.04	2,441.84	5,606.26	12,458.35	6,229.17	1,509.74	285.34	186.88	1,588.44
ACAD INST ENFERMERA GRAL	8,167.12	1,260.00	816.71	0.00	840.00	680.00	11,763.83	976.92	980.05	83.16	2,040.13	4,900.27	10,889.49	5,444.75	1,319.62	249.42	163.34	1,388.41
ACAD INST ENFERMERA TEC	7,211.62	1,260.00	721.16	0.00	840.00	680.00	10,712.78	788.57	865.39	78.38	1,732.34	4,326.97	9,615.49	4,807.75	1,165.23	220.24	144.23	1,225.98
ACAD INST ENFERMERA AUX	6,683.60	1,260.00	668.36	0.00	840.00	680.00	10,131.96	695.44	802.03	75.74	1,573.21	4,010.16	8,911.47	4,455.73	1,079.92	204.10	133.67	1,136.21

Otras percepciones mensuales:

Otras percepciones anuales:

Reconocimiento de antigüedad.- El pago de esta prestación se realiza en función a la antigüedad del trabajador, es el 2% del sueldo por cada año de antigüedad, pagado a partir del quinto año; al cumplir 21 años de antigüedad el porcentaje cambia de 2% a 2.5% cada año.

Higiene y seguridad.- Compensación adicional del 5% del sueldo tabulado, para aquellas plazas donde la labor del personal académico tiene un riesgo laboral.

Día festivo.- El pago de un día de salario tabulado en aquellas fechas donde coincida los días festivos o de descanso obligatorio con días de descanso semanal.

Fondo de ahorro.- Se paga cada año a los trabajadores al momento de cumplir años de servicio de acuerdo con lo siguiente: de 5 a 9 años 7 días de sueldo tabulado más reconocimiento de antigüedad, de 10 a 14 años, 14 días, de 15 a 19, 21 días, de 20 a 24, 28 días, de 25 a 29, 35 días y de 30 en adelante 42 días.

ELABORA
C.P. ISIDRO PEDRO BOLAÑOS DURÁN
DIRECTOR DE NÓMINAS

PROPONE
MTA. ANGELICA IVONNE CISNEROS LUJAN
DIRECTORA GENERAL DE RECURSOS HUMANOS

AUTORIZA
MTA. CLEMENTINA GUERRERO GARCÍA
SECRETARIA DE ADMINISTRACIÓN Y FINANZAS

VIGENCIA
1 DE MARZO DE 2016
FECHA
27-may-16