



UNIVERSIDAD VERACRUZANA
SECRETARÍA DE ADMINISTRACIÓN Y FINANZAS
DIRECCIÓN GENERAL DE RECURSOS HUMANOS
TABULADOR DE PERSONAL ACADÉMICO 2022

ZONA BARATA (REGIONES XALAPA, CÓRDOBA, POZA RICA)

	CATEGORIA	PERCEPCIONES MENSUALES						TOTAL DE PERCEPCIONES
		SUELDO TABULADO	DESPENSA	MATERIAL DE APOYO	COMP. ZONA XCOPR	AYUDA DE RENTA	FOMENTO AL AHORRO	
4101	T.C. ACAD. CARR TIT. C	31,757.00	1,330.40	3,175.70	3,360.00	916.00	740.00	41,279.10
4102	T.C. ACAD. CARR TIT. B	27,525.28	1,330.40	2,752.53	3,360.00	916.00	740.00	36,624.21
4103	T.C. ACAD. CARR TIT. A	23,293.80	1,330.40	2,329.38	3,360.00	916.00	740.00	31,969.58
4104	T.C. ACAD. CARR ASOC C	20,113.00	1,330.40	2,011.30	3,360.00	916.00	740.00	28,470.70
4105	T.C. ACAD. CARR ASOC B	18,027.84	1,330.40	1,802.78	3,360.00	916.00	740.00	26,177.02
4106	T.C. ACAD. CARR ASOC A	15,970.40	1,330.40	1,597.04	3,360.00	916.00	740.00	23,913.84
4107	T.C. TEC. ACAD. TIT. C	22,437.36	1,330.40	2,243.74	3,360.00	916.00	740.00	31,027.50
4108	T.C. TEC. ACAD. TIT. B	19,862.64	1,330.40	1,986.26	3,360.00	916.00	740.00	28,195.30
4109	T.C. TEC. ACAD. TIT. A	17,788.72	1,330.40	1,778.87	3,360.00	916.00	740.00	25,913.99
4110	T.C. TEC. ACAD. ASOC C	16,876.72	1,330.40	1,687.67	3,360.00	916.00	740.00	24,910.79
4111	T.C. TEC. ACAD. ASOC B	15,614.44	1,330.40	1,561.44	3,360.00	916.00	740.00	23,522.28
4112	T.C. TEC. ACAD. ASOC A	13,017.68	1,330.40	1,301.77	3,000.00	916.00	740.00	20,305.85
4201	M.T. ACAD. CARR TIT. C	15,878.50	665.20	1,587.85	1,680.00	458.00	370.00	20,639.55
4202	M.T. ACAD. CARR TIT. B	13,762.64	665.20	1,376.26	1,680.00	458.00	370.00	18,312.10
4203	M.T. ACAD. CARR TIT. A	11,646.90	665.20	1,164.69	1,680.00	458.00	370.00	15,984.79
4204	M.T. ACAD. CARR ASOC C	10,056.50	665.20	1,005.65	1,680.00	458.00	370.00	14,235.35
4205	M.T. ACAD. CARR ASOC B	9,013.92	665.20	901.39	1,680.00	458.00	370.00	13,088.51
4206	M.T. ACAD. CARR ASOC A	7,985.20	665.20	798.52	1,680.00	458.00	370.00	11,956.92
4207	M.T. TEC. ACAD. TIT. C	11,218.68	665.20	1,121.87	1,680.00	458.00	370.00	15,513.75
4208	M.T. TEC. ACAD. TIT. B	9,931.32	665.20	993.13	1,680.00	458.00	370.00	14,097.65
4209	M.T. TEC. ACAD. TIT. A	8,894.36	665.20	889.44	1,680.00	458.00	370.00	12,957.00
4210	M.T. TEC. ACAD. ASOC C	8,438.36	665.20	843.84	1,680.00	458.00	370.00	12,455.40
4211	M.T. TEC. ACAD. ASOC B	7,807.22	665.20	780.72	1,680.00	458.00	370.00	11,761.14
4212	M.T. TEC. ACAD. ASOC A	6,508.84	665.20	650.88	1,500.00	458.00	370.00	10,152.92
4301	PROFR. ASIGNATURA B	466.00	33.26	46.60	84.00	22.90	18.50	671.26
4302	PROFR. ASIGNATURA A	409.86	33.26	40.99	84.00	22.90	18.50	609.51
4409	ACAD INST EN IDIOMAS	11,052.16	1,330.40	1,105.22	3,000.00	916.00	740.00	18,143.78
4410	ACAD INST ESP MEDICAS "B"	15,066.58	1,330.40	1,506.66	3,000.00	916.00	740.00	22,559.64
4411	ACAD INST ESP MEDICAS "A"	13,920.12	1,330.40	1,392.01	3,000.00	916.00	740.00	21,298.53
4412	ACAD. INST EN MEDICINA GRAL	11,818.30	1,330.40	1,181.83	3,000.00	916.00	740.00	18,986.53
4413	ACAD INST QUIM CLINICO "B"	11,925.02	1,330.40	1,192.50	3,000.00	916.00	740.00	19,103.92
4414	ACAD INST QUIM CLINICO "A"	11,606.64	1,330.40	1,160.66	3,000.00	916.00	740.00	18,753.70
4415	ACAD INST NUTRILOGO	10,841.00	1,330.40	1,084.10	3,000.00	916.00	740.00	17,911.50
4416	ACAD INST TEC HISTOTEC	8,875.66	1,330.40	887.57	3,000.00	916.00	740.00	15,749.63
4417	ACAD INST TEC RADIOLOGO	8,875.66	1,330.40	887.57	3,000.00	916.00	740.00	15,749.63
4418	ACAD INST ENFER ESPEC	11,389.66	1,330.40	1,138.97	3,000.00	916.00	740.00	18,515.03
4419	ACAD INST ENFERMERA GRAL	10,051.66	1,330.40	1,005.17	3,000.00	916.00	740.00	17,043.23
4420	ACAD INST ENFERMERA TEC	8,875.66	1,330.40	887.57	3,000.00	916.00	740.00	15,749.63

DEDUCCIONES MENSUALES			
ISR	CUOTA IPE	MAGISTERIO	TOTAL DE DEDUCCIONES MENSUALES
7,156.37	3,810.84	201.11	11,168.32
6,061.54	3,303.03	179.95	9,544.52
4,966.77	2,795.26	158.79	7,920.82
4,160.35	2,413.56	142.89	6,716.79
3,670.42	2,163.34	132.46	5,966.22
3,187.00	1,916.45	122.17	5,225.62
4,745.20	2,692.48	154.51	7,592.19
4,101.52	2,383.52	141.63	6,626.67
3,614.23	2,134.65	131.26	5,880.14
3,399.95	2,025.21	126.70	5,551.86
3,103.36	1,873.73	120.39	5,097.49
2,416.33	1,562.12	107.41	4,085.86
2,727.53	1,905.42	121.71	4,754.66
2,230.39	1,651.52	111.13	3,993.04
1,733.27	1,397.63	100.55	3,231.45
1,368.86	1,206.78	92.60	2,668.24
1,163.34	1,081.67	87.39	2,332.40
967.15	958.22	82.25	2,007.62
1,632.66	1,346.24	98.41	3,077.31
1,344.18	1,191.76	91.98	2,627.91
1,139.77	1,067.32	86.79	2,293.89
1,049.89	1,012.60	84.51	2,147.00
935.82	936.87	81.36	1,954.05
708.46	781.06	74.86	1,564.38
-395.21	55.92	44.65	100.57
-396.40	49.18	44.37	93.55
1,954.52	1,326.26	97.58	3,378.36
2,897.74	1,807.99	117.65	4,823.39
2,628.37	1,670.41	111.92	4,410.71
2,134.53	1,418.20	101.41	3,654.14
2,159.60	1,431.00	101.95	3,692.55
2,084.80	1,392.80	100.35	3,577.95
1,904.90	1,300.92	96.53	3,302.35
1,443.12	1,065.08	86.70	2,594.90
1,443.12	1,065.08	86.70	2,594.90
2,033.81	1,366.76	99.27	3,499.84
1,719.44	1,206.20	92.58	3,018.22
1,443.12	1,065.08	86.70	2,594.90

PRESTACIONES ANUALES				
PRIMA VACACIONAL	AGUINALDO	20 DÍAS	PAGO ÚNICO/ 5 DÍAS	ENS. MED./ DIFS. SEPT.
19,054.20	42,342.67	21,171.33	5,113.85	1,073.92
16,515.17	36,700.37	18,350.19	4,432.41	930.80
13,976.28	31,058.40	15,529.20	3,751.01	787.72
12,067.80	26,817.33	13,408.67	3,238.81	680.16
10,816.70	24,037.12	12,018.56	2,903.03	609.64
9,582.24	21,293.87	10,646.93	2,571.72	540.08
13,462.42	29,916.48	14,958.24	3,613.10	758.76
11,917.58	26,483.52	13,241.76	3,198.49	671.68
10,673.23	23,718.29	11,859.15	2,864.53	601.56
10,126.03	22,502.29	11,251.15	2,717.67	570.72
9,368.66	20,819.25	10,409.63	2,514.40	528.04
7,810.61	17,356.91	8,678.45	2,096.24	440.24
9,527.10	21,171.33	10,585.67	2,556.92	536.96
8,257.58	18,350.19	9,175.09	2,216.21	465.40
6,988.14	15,529.20	7,764.60	1,875.51	393.86
6,033.90	13,408.67	6,704.33	1,619.40	340.08
5,408.35	12,018.56	6,009.28	1,451.52	304.82
4,791.12	10,646.93	5,323.47	1,285.86	270.04
6,731.21	14,958.24	7,479.12	1,806.55	379.38
5,958.79	13,241.76	6,620.88	1,599.25	335.84
5,336.62	11,859.15	5,929.57	1,432.26	300.78
5,063.02	11,251.15	5,625.57	1,358.83	285.36
4,684.33	10,409.63	5,204.81	1,257.20	264.02
3,905.30	8,678.45	4,339.23	1,048.12	220.12
279.60	621.33	310.67	75.04	15.76
245.92	546.48	273.24	66.00	13.86
6,631.30	14,736.21	7,368.11	1,779.74	373.74
9,039.95	20,088.77	10,044.39	2,426.18	509.50
8,352.07	18,560.16	9,280.08	2,241.56	470.74
7,090.98	15,757.73	7,878.87	1,903.11	399.66
7,155.01	15,900.03	7,950.01	1,920.29	403.26
6,963.98	15,475.52	7,737.76	1,869.02	392.50
6,504.60	14,454.67	7,227.33	1,745.73	366.60
5,325.40	11,834.21	5,917.11	1,429.25	300.14
5,325.40	11,834.21	5,917.11	1,429.25	300.14
6,833.80	15,186.21	7,593.11	1,834.08	385.16
6,031.00	13,402.21	6,701.11	1,618.62	339.92
5,325.40	11,834.21	5,917.11	1,429.25	300.14

CUOTAS PATRONALES	
2% SAR	IFE PATRONAL
635.14	6,351.40
550.51	5,505.06
465.88	4,658.76
402.26	4,022.60
360.56	3,605.57
319.41	3,194.08
448.75	4,487.47
397.25	3,972.53
355.77	3,557.74
337.53	3,375.34
312.29	3,122.89
260.35	2,603.54
317.57	3,175.70
275.25	2,752.53
232.94	2,329.38
201.13	2,011.30
180.28	1,802.78
159.70	1,597.04
224.37	2,243.74
198.63	1,986.26
177.89	1,778.87
168.77	1,687.67
156.14	1,561.44
130.18	1,301.77
9.32	93.20
8.20	81.97
221.04	2,210.43
301.33	3,013.32
278.40	2,784.02
236.37	2,363.66
238.50	2,385.00
232.13	2,321.33
216.82	2,168.20
177.51	1,775.13
177.51	1,775.13
227.79	2,277.93
201.03	2,010.33
177.51	1,775.13

Otras prestaciones variables de acuerdo al Contrato Colectivo de Trabajo:

Reconocimiento de antigüedad.- El pago de esta prestación se realiza en función a la antigüedad del trabajador; corresponde al 2% del sueldo por cada año de antigüedad, iniciando el pago de la prestación a partir del quinto año, siendo el equivalente al 10%; 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.

Otras percepciones anuales:

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

MTR. SERGIO ALBERTO CASMONA ORTIZ
 DIRECTOR DE NOMINAS

PROPONE

C.P. EVANGELINA MURCIA VILLAGOMEZ
 DIRECTORA GENERAL DE RECURSOS HUMANOS

AUTORIZA

MTRA. LIZBETH MARAÑÓN VIVERO CANCINO
 SECRETARÍA DE ADMINISTRACIÓN Y FINANZAS

VIGENCIA **FECHA**
 01-03-2022 31-mar-22