



SECRETARÍA DE ADMINISTRACIÓN Y FINANZAS
DIRECCIÓN GENERAL DE RECURSOS HUMANOS
TABULADOR DE PERSONAL ACADÉMICO 2021

ZONA BARATA (REGIONES XALAPA, CÓRDOBA, POZA RICA)

CATEGORIA	PERCEPCIONES MENSUALES							DEDUCCIONES MENSUALES					PRESTACIONES ANUALES					CUOTAS PATRONALES	
	SUELDO TABULADO	DESPENSA	MATERIAL DE APOYO	COMP. ZONA XCOPR	AYUDA DE RENTA	FOMENTO AL AHORRO	TOTAL DE PERCEPCIONES	ISR	CUOTA IPE	MAGISTERIO	TOTAL DE DEDUCCIONES MENSUALES	PRIMA VACACIONAL	AGUINALDO	20 DÍAS	PAGO UNICO/ 5 DÍAS	ENS. MED./ DIFS. SEPT.	2% SAR	IPE PATRONAL	
T.C. ACAD. CARR TIT. C	30,683.08	1,300.00	3,068.31	3,160.00	880.00	700.00	39,791.39	6,822.08	3,681.97	195.74	10,699.79	18,409.85	40,910.77	20,455.39	4,945.69	1,008.92	613.66	6,136.62	
T.C. ACAD. CARR TIT. B	26,594.48	1,300.00	2,659.45	3,160.00	880.00	700.00	35,293.93	5,764.28	3,191.34	175.29	9,130.91	15,956.69	35,459.31	17,729.65	4,286.67	874.48	531.89	5,318.90	
T.C. ACAD. CARR TIT. A	22,506.08	1,300.00	2,250.61	3,160.00	880.00	700.00	30,796.69	4,706.53	2,700.73	154.85	7,562.11	13,503.65	30,008.11	15,004.05	3,627.67	740.04	450.12	4,501.22	
T.C. ACAD. CARR ASOC C	19,432.84	1,300.00	1,943.28	3,160.00	880.00	700.00	27,416.12	3,949.27	2,331.94	139.48	6,420.70	11,659.70	25,910.45	12,955.23	3,132.31	639.00	388.66	3,886.57	
T.C. ACAD. CARR ASOC B	17,418.20	1,300.00	1,741.82	3,160.00	880.00	700.00	25,200.02	3,475.91	2,090.18	129.41	5,695.51	10,450.92	23,224.27	11,612.13	2,807.57	572.76	348.36	3,483.64	
T.C. ACAD. CARR ASOC A	15,430.32	1,300.00	1,543.03	3,160.00	880.00	700.00	23,013.35	3,008.84	1,851.64	119.47	4,979.95	9,258.19	20,573.76	10,286.88	2,487.15	507.40	308.61	3,086.06	
T.C. TEC. ACAD. TIT. C	21,678.60	1,300.00	2,167.86	3,160.00	880.00	700.00	29,886.46	4,492.44	2,601.43	150.71	7,244.59	13,007.16	28,904.80	14,452.40	3,494.29	712.84	433.57	4,335.72	
T.C. TEC. ACAD. TIT. B	19,190.96	1,300.00	1,919.10	3,160.00	880.00	700.00	27,150.06	3,892.44	2,302.92	138.27	6,333.63	11,514.58	25,587.95	12,793.97	3,093.32	631.04	383.82	3,838.19	
T.C. TEC. ACAD. TIT. A	17,187.16	1,300.00	1,718.72	3,160.00	880.00	700.00	24,945.88	3,421.63	2,062.46	128.26	5,612.34	10,312.30	22,916.21	11,458.11	2,770.33	565.16	343.74	3,437.43	
T.C. TEC. ACAD. ASOC C	16,306.00	1,300.00	1,630.60	3,160.00	880.00	700.00	23,976.60	3,214.59	1,956.72	123.85	5,295.16	9,783.60	21,741.33	10,870.67	2,628.30	536.20	326.12	3,261.20	
T.C. TEC. ACAD. ASOC B	15,086.40	1,300.00	1,508.64	3,160.00	880.00	700.00	22,635.04	2,928.03	1,810.37	117.75	4,856.15	9,051.84	20,115.20	10,057.60	2,431.72	496.08	301.73	3,017.28	
T.C. TEC. ACAD. ASOC A	12,577.44	1,300.00	1,257.74	3,000.00	880.00	700.00	19,715.18	2,304.35	1,509.29	105.21	3,918.85	7,546.46	16,769.92	8,384.96	2,027.31	413.60	251.55	2,515.49	
M.T. ACAD. CARR TIT. C	15,341.54	650.00	1,534.15	1,580.00	440.00	350.00	19,895.69	2,575.73	1,840.98	119.03	4,535.74	9,204.92	20,455.39	10,227.69	2,472.85	504.46	306.83	3,068.31	
M.T. ACAD. CARR TIT. B	13,297.24	650.00	1,329.72	1,580.00	440.00	350.00	17,646.96	2,095.40	1,595.67	108.81	3,799.88	7,978.34	17,729.65	8,864.83	2,143.33	437.24	265.94	2,659.45	
M.T. ACAD. CARR TIT. A	11,253.04	650.00	1,125.30	1,580.00	440.00	350.00	15,398.34	1,615.10	1,350.36	98.59	3,064.05	6,751.82	15,004.05	7,502.03	1,813.84	370.02	225.06	2,250.61	
M.T. ACAD. CARR ASOC C	9,716.42	650.00	971.64	1,580.00	440.00	350.00	13,708.06	1,280.31	1,165.97	90.90	2,537.59	5,829.85	12,955.23	6,477.61	1,566.15	319.50	194.33	1,943.28	
M.T. ACAD. CARR ASOC B	8,709.10	650.00	870.91	1,580.00	440.00	350.00	12,600.01	1,081.75	1,045.09	85.87	2,212.71	5,225.46	11,612.13	5,806.07	1,403.79	286.38	174.18	1,741.82	
M.T. ACAD. CARR ASOC A	7,715.16	650.00	771.52	1,580.00	440.00	350.00	11,506.68	900.42	925.82	80.90	1,907.14	4,629.10	10,286.88	5,143.44	1,243.58	253.70	154.30	1,543.03	
M.T. TEC. ACAD. TIT. C	10,839.30	650.00	1,083.93	1,580.00	440.00	350.00	14,943.23	1,517.89	1,300.72	96.52	2,915.12	6,503.58	14,452.40	7,226.20	1,747.15	356.42	216.79	2,167.86	
M.T. TEC. ACAD. TIT. B	9,595.48	650.00	959.55	1,580.00	440.00	350.00	13,575.03	1,256.47	1,151.46	90.30	2,498.23	5,757.29	12,793.97	6,396.99	1,546.66	315.52	191.91	1,919.10	
M.T. TEC. ACAD. TIT. A	8,593.58	650.00	859.36	1,580.00	440.00	350.00	12,472.94	1,058.98	1,031.23	85.29	2,175.50	5,156.15	11,458.11	5,729.05	1,385.17	282.58	171.87	1,718.72	
M.T. TEC. ACAD. ASOC C	8,153.00	650.00	815.30	1,580.00	440.00	350.00	11,988.30	977.48	978.36	83.09	2,038.93	4,891.80	10,870.67	5,435.33	1,314.15	268.10	163.06	1,630.60	
M.T. TEC. ACAD. ASOC B	7,543.20	650.00	754.32	1,580.00	440.00	350.00	11,317.52	870.16	905.18	80.04	1,855.38	4,525.92	10,057.60	5,028.80	1,215.86	248.04	150.86	1,508.64	
M.T. TEC. ACAD. ASOC A	6,288.72	650.00	628.87	1,500.00	440.00	350.00	9,857.59	679.94	754.65	73.76	1,508.35	3,773.23	8,384.96	4,192.48	1,013.65	206.80	125.77	1,257.74	
PROFR. ASIGNATURA B	450.24	32.50	45.02	79.00	22.00	17.50	646.26	-395.66	54.03	44.57	98.60	270.14	600.32	300.16	72.57	14.80	9.00	90.05	
PROFR. ASIGNATURA A	396.00	32.50	39.60	79.00	22.00	17.50	586.60	-396.80	47.52	44.30	91.82	237.60	528.00	264.00	63.83	13.02	7.92	79.20	
ACAD INST EN IDIOMAS	10,678.42	1,300.00	1,067.84	3,000.00	880.00	700.00	17,626.26	1,858.16	1,281.41	95.71	3,235.28	6,407.05	14,237.89	7,118.95	1,721.21	351.14	213.57	2,135.68	
ACAD INST ESP MEDICAS "B"	14,557.08	1,300.00	1,455.71	3,000.00	880.00	700.00	21,892.79	2,769.49	1,746.85	115.11	4,631.44	8,734.25	19,409.44	9,704.72	2,346.40	478.68	291.14	2,911.42	
ACAD INST ESP MEDICAS "A"	13,449.38	1,300.00	1,344.94	3,000.00	880.00	700.00	20,674.32	2,509.22	1,613.93	109.57	4,232.71	8,069.63	17,932.51	8,966.25	2,167.86	442.24	268.99	2,689.88	
ACAD. INST EN MEDICINA GRAL	11,418.64	1,300.00	1,141.86	3,000.00	880.00	700.00	18,440.50	2,032.08	1,370.24	99.41	3,501.73	6,851.18	15,224.85	7,612.43	1,840.53	375.48	228.37	2,283.73	
ACAD INST QUIM CLINICO "B"	11,521.76	1,300.00	1,152.18	3,000.00	880.00	700.00	18,553.94	2,056.31	1,382.61	99.93	3,538.85	6,913.06	15,362.35	7,681.17	1,857.15	378.86	230.44	2,304.35	
ACAD INST QUIM CLINICO "A"	11,214.14	1,300.00	1,121.41	3,000.00	880.00	700.00	18,215.55	1,984.03	1,345.70	98.39	3,428.12	6,728.48	14,952.19	7,476.09	1,807.57	368.74	224.28	2,242.83	
ACAD INST NUTRILOGO	10,474.40	1,300.00	1,047.44	3,000.00	880.00	700.00	17,401.84	1,810.22	1,256.93	94.69	3,161.84	6,284.64	13,965.87	6,982.93	1,688.33	344.42	209.49	2,094.88	
ACAD INST TEC HISTOTEC	8,575.52	1,300.00	857.55	3,000.00	880.00	700.00	15,313.07	1,372.60	1,029.06	85.20	2,486.86	5,145.31	11,434.03	5,717.01	1,382.26	281.98	171.51	1,715.10	
ACAD INST TEC RADIOLOGO	8,575.52	1,300.00	857.55	3,000.00	880.00	700.00	15,313.07	1,372.60	1,029.06	85.20	2,486.86	5,145.31	11,434.03	5,717.01	1,382.26	281.98	171.51	1,715.10	
ACAD INST ENFER ESPEC	11,004.50	1,300.00	1,100.45	3,000.00	880.00	700.00	17,984.95	1,934.77	1,320.54	97.34	3,352.66	6,602.70	14,672.67	7,336.33	1,773.77	361.86	220.09	2,200.90	
ACAD INST ENFERMERA GRAL	9,711.74	1,300.00	971.17	3,000.00	880.00	700.00	16,562.91	1,631.03	1,165.41	90.88	2,887.31	5,827.04	12,948.99	6,474.49	1,565.40	319.34	194.23	1,942.35	
ACAD INST ENFERMERA TEC	8,575.52	1,300.00	857.55	3,000.00	880.00	700.00	15,313.07	1,372.60	1,029.06	85.20	2,486.86	5,145.31	11,434.03	5,717.01	1,382.26	281.98	171.51	1,715.10	

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	PROPONE	AUTORIZA	FECHA
 MTRO. SERGIO ALBERTO CARMONA ORTIZ DIRECTOR DE NÓMINAS	 C.P. EVANGELINA MURCIA VILLAGOMEZ DIRECTORA GENERAL DE RECURSOS HUMANOS	 DR. SALVADOR F. TAPIA SPINOSO SECRETARIO DE ADMINISTRACIÓN Y FINANZAS	05-abr-21