



GOBIERNO DEL ESTADO
DE OAXACA



COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA
TABULADOR DE SUELDOS
EJERCICIO 2015

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
BASE	NIVEL 10	47	3,805,815.60	2,023,994.16	5,829,809.76	90,187.05	906,234.09	6,826,230.90
BASE	NIVEL 11	49	4,171,860.00	2,509,160.16	6,681,020.16	99,826.67	1,005,504.09	7,786,350.91
BASE	NIVEL 12	111	9,938,451.60	5,627,662.08	15,566,113.68	249,728.45	2,503,708.77	18,319,550.90
BASE	NIVEL 13	90	8,497,872.00	4,827,553.92	13,325,425.92	217,460.66	2,190,372.49	15,733,259.07
BASE	NIVEL 14	69	6,991,963.20	3,952,098.00	10,944,061.20	180,382.59	1,816,903.67	12,941,347.47
BASE	NIVEL 15	87	9,461,145.60	6,220,994.64	15,682,140.24	252,714.59	2,537,320.35	18,472,175.18
BASE	NIVEL 16	107	12,451,204.80	7,992,628.08	20,443,832.88	330,236.34	3,326,305.56	24,100,374.78
BASE	NIVEL 16A	86	10,823,925.60	7,262,848.56	18,086,774.16	296,399.35	2,985,482.42	21,368,655.93
BASE	NIVEL 16B	105	14,293,314.00	10,221,747.84	24,515,061.84	395,747.86	3,986,170.28	28,896,979.98
BASE	NIVEL 16C	86	12,662,330.40	8,666,156.88	21,328,487.28	358,609.00	3,612,089.18	25,299,185.47
BASE	NIVEL 16D	159	24,347,034.00	18,156,735.84	42,503,769.84	717,089.10	7,222,879.98	50,443,738.93
BASE	NIVEL 3	16	918,201.60	233,963.52	1,152,165.12	18,364.03	184,971.71	1,355,500.86
BASE	NIVEL 4	81	4,860,388.80	1,413,041.28	6,273,430.08	97,527.80	979,125.32	7,350,083.21
BASE	NIVEL 5	67	4,215,452.40	982,548.72	5,198,001.12	84,476.82	849,202.89	6,131,680.83
BASE	NIVEL 6	45	2,977,884.00	1,007,303.76	3,985,187.76	61,932.42	606,293.59	4,653,413.77
BASE	NIVEL 7	45	3,139,560.00	910,644.48	4,050,204.48	65,316.82	657,903.68	4,773,424.98
BASE	NIVEL 8	40	2,935,296.00	921,669.36	3,856,965.36	62,717.50	629,750.98	4,549,433.84
BASE	NIVEL 9	50	3,852,720.00	1,622,548.80	5,475,268.80	87,433.65	880,675.40	6,443,377.85
BASE	DOCENTE	307	27,253,989.60	18,709,272.96	45,963,262.56	740,719.83	7,407,089.20	54,111,071.59
BASE	PROFR. ASOC. B 1/2 T	15	1,849,179.36	594,564.00	2,443,743.36	39,734.23	398,965.96	2,882,443.54
BASE	PROFR. ASOC. C 1/2 T	111	13,728,007.68	7,525,722.24	21,253,729.92	332,009.92	3,329,472.11	24,915,211.95
BASE	PROFR. ASOC. C 3/4 T	75	12,817,333.20	6,483,546.00	19,300,879.20	328,742.78	3,308,119.02	22,937,741.00
BASE	PROFR. ASOC. C T. C.	15	2,736,774.00	1,530,156.48	4,266,930.48	72,781.81	730,870.77	5,070,583.06
BASE	PROFR. TITULAR A 1/2 T	111	14,851,236.72	9,958,473.12	24,809,709.84	383,699.00	3,862,390.75	29,055,799.58
BASE	PROFR. TITULAR A 3/4 T	117	22,439,470.80	13,032,042.24	35,471,513.04	580,398.41	5,842,678.60	41,894,590.05
BASE	PROFR. TITULAR A T. C.	89	18,771,915.60	10,519,025.04	29,290,940.64	491,825.21	4,939,453.40	34,722,219.26
BASE	PROFR. TITULAR B 1/2 T	29	4,430,787.84	3,489,482.40	7,920,270.24	127,029.97	1,279,025.94	9,326,326.15
BASE	PROFR. TITULAR B 3/4 T	45	10,111,261.44	6,504,940.08	16,616,201.52	282,431.78	2,843,392.00	19,742,025.30
BASE	PROFR. TITULAR B T. C.	100	24,966,000.00	17,982,813.84	42,948,813.84	711,257.24	7,156,837.97	50,816,909.05
BASE	PROFR. TITULAR C 1/2 T	9	1,438,794.48	1,155,720.00	2,594,514.48	43,426.11	437,119.44	3,075,060.03
BASE	PROFR. TITULAR C 3/4 T	13	3,249,307.44	2,517,093.36	5,766,400.80	98,945.57	985,895.98	6,851,242.35
BASE	PROFR. TITULAR C T. C.	75	21,949,920.00	16,741,182.72	38,691,102.72	680,788.45	6,850,859.77	46,222,750.95
BASE	TEC. DOC. ASOC. C 1/2 T	29	2,450,272.32	2,347,694.64	4,797,966.96	69,984.19	697,663.53	5,565,614.67
BASE	TEC. DOC. ASOC. C 3/4 T	6	708,873.60	616,903.44	1,325,777.04	21,694.42	218,517.05	1,565,988.51
BASE	TECNICO DOCENTE	149	5,874,596.64	4,499,370.96	10,373,967.60	141,418.22	1,400,261.06	11,915,646.89



GOBIERNO DEL ESTADO
DE OAXACA



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TABULADOR DE SUELDOS
EJERCICIO 2015

PLAZA/PUESTO	NIVEL	NÚMERO DE PLAZAS	PERCEPCIONES			DEDUCCIONES		TOTAL ANUAL NETO
			SUELDO BASE	REMUNERACIONES ADICIONALES	SUELDO BRUTO	OBLIGACIONES FISCALES DE RETENCIÓN	SEGURIDAD SOCIAL DE RETENCIÓN	
CONFIANZA	JEFE DE MATERIA	23	4,127,331.60	278,272.80	4,405,604.40	84,226.01	848,366.47	5,338,196.87
INTERINO	DOCENTE	43	3,104,401.92	3,192,877.54	6,297,279.46	105,237.24	1,060,002.15	7,462,518.86
INTERINO	NIVEL 10	4	323,899.20	383,883.46	707,782.66	7,773.58	78,299.39	793,855.64
INTERINO	NIVEL 11	1	85,140.00	289,007.62	374,147.62	1,702.80	17,151.45	393,001.88
INTERINO	NIVEL 12	3	268,606.80	304,847.62	573,454.42	5,372.14	54,110.84	632,937.40
INTERINO	NIVEL 15	6	652,492.80	328,607.62	981,100.42	13,049.86	131,444.67	1,125,594.95
INTERINO	NIVEL 16	6	698,198.40	328,607.62	1,026,806.02	13,963.97	140,652.07	1,181,422.06
INTERINO	NIVEL 3	11	631,263.60	369,337.54	1,000,601.14	12,625.27	127,168.05	1,140,394.47
INTERINO	NIVEL 4	16	960,076.80	570,827.14	1,530,903.94	22,081.77	222,418.59	1,775,404.30
INTERINO	NIVEL 5	9	566,254.80	413,231.86	979,486.66	12,331.77	124,211.77	1,116,030.20
INTERINO	NIVEL 6	4	264,700.80	431,319.94	696,020.74	7,411.62	74,653.57	778,085.93
INTERINO	NIVEL 7	3	209,304.00	366,998.02	576,302.02	5,302.37	53,408.10	635,012.49
INTERINO	NIVEL 8	12	880,588.80	376,127.62	1,256,716.42	17,611.78	177,394.61	1,451,722.81
INTERINO	PROFR. TITULAR C T. C.	1	292,665.60	293,423.62	586,089.22	5,853.31	58,957.49	650,900.02
INTERINO	TECNICO DOCENTE	7	197,842.08	674,099.86	871,941.94	8,596.39	86,587.16	967,125.49
MANDOS MEDIOS	COORDINADOR	4	1,240,891.20	33,792.00	1,274,683.20	24,817.82	249,977.53	1,549,478.56
MANDOS MEDIOS	DIRECTOR DE AREA	3	1,642,582.80	16,896.00	1,659,478.80	32,851.66	330,898.31	2,023,228.76
MANDOS MEDIOS	DIRECTOR DE PLANTEL A	38	12,736,900.80	658,725.12	13,395,625.92	261,492.04	2,633,878.56	16,290,996.52
MANDOS MEDIOS	DIRECTOR DE PLANTEL B	24	9,251,107.20	449,347.44	9,700,454.64	189,954.05	1,913,312.20	11,803,720.89
MANDOS MEDIOS	DIRECTOR DE PLANTEL C	6	2,659,651.20	204,407.76	2,864,058.96	56,267.42	566,753.58	3,487,079.96
MANDOS MEDIOS	DIRECTOR GRAL DEL SIST.	1	1,035,417.60	8,448.00	1,043,865.60	20,708.35	208,584.88	1,273,158.83
MANDOS MEDIOS	INVEST. EDUC. CEA	13	2,363,587.20	629,910.48	2,993,497.68	57,245.44	576,604.73	3,627,347.85
MANDOS MEDIOS	JEFE DE DEPARTAMENTO	27	7,322,464.80	256,301.76	7,578,766.56	147,013.41	1,480,792.58	9,206,572.56
MANDOS MEDIOS	SUB-DIR DE PLANTEL B	34	9,633,492.00	463,307.76	10,096,799.76	196,191.36	1,976,137.43	12,269,128.54
MANDOS MEDIOS	SUB-DIR. DE PLANTEL C	12	3,910,075.20	263,817.60	4,173,892.80	81,450.34	820,408.51	5,075,751.65
MANDOS MEDIOS	SUBDIRECTOR DE AREA	6	1,965,448.80	50,688.00	2,016,136.80	39,308.98	395,939.66	2,451,385.44
HONORARIOS		36	3,713,840.40	-	3,713,840.40	74,276.81	-	-
TOTALES		2,988	400,710,366.72	220,398,415.44	621,108,782.16	10,317,755.40	102,977,621.35	730,616,041.70



GOBIERNO DEL ESTADO
DE OAXACA



COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA
ANÁLITICO DE PLAZAS
EJERCICIO 2015

PLAZA	PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
			DE	HASTA
BASE	NIVEL 10	47	80,974.80	80,974.80
BASE	NIVEL 11	49	85,140.00	85,140.00
BASE	NIVEL 12	111	89,535.60	89,535.60
BASE	NIVEL 13	90	94,420.80	94,420.80
BASE	NIVEL 14	69	101,332.80	101,332.80
BASE	NIVEL 15	87	108,748.80	108,748.80
BASE	NIVEL 16	107	116,366.40	116,366.40
BASE	NIVEL 16A	86	125,859.60	125,859.60
BASE	NIVEL 16B	105	136,126.80	136,126.80
BASE	NIVEL 16C	86	147,236.40	147,236.40
BASE	NIVEL 16D	159	153,126.00	153,126.00
BASE	NIVEL 3	16	57,387.60	57,387.60
BASE	NIVEL 4	81	60,004.80	60,004.80
BASE	NIVEL 5	67	62,917.20	62,917.20
BASE	NIVEL 6	45	66,175.20	66,175.20
BASE	NIVEL 7	45	69,768.00	69,768.00
BASE	NIVEL 8	40	73,382.40	73,382.40
BASE	NIVEL 9	50	77,054.40	77,054.40
BASE	DOCENTE	307	0.00	0.00
BASE	PROFR. ASOC. B 1/2 T	15	81,417.60	81,417.60
BASE	PROFR. ASOC. C 1/2 T	111	91,224.00	91,224.00
BASE	PROFR. ASOC. C 3/4 T	75	136,832.40	136,832.40
BASE	PROFR. ASOC. C T. C.	15	182,451.60	182,451.60
BASE	PROFR. TITULAR A 1/2 T	111	105,462.00	105,462.00
BASE	PROFR. TITULAR A 3/4 T	117	158,187.60	158,187.60
BASE	PROFR. TITULAR A T. C.	89	210,920.40	210,920.40
BASE	PROFR. TITULAR B 1/2 T	29	124,833.60	124,833.60
BASE	PROFR. TITULAR B 3/4 T	45	187,250.40	187,250.40
BASE	PROFR. TITULAR B T. C.	100	249,660.00	249,660.00
BASE	PROFR. TITULAR C 1/2 T	9	146,336.40	146,336.40
BASE	PROFR. TITULAR C 3/4 T	13	219,502.80	219,502.80
BASE	PROFR. TITULAR C T. C.	75	292,665.60	292,665.60
BASE	TEC. DOC. ASOC. C 1/2 T	29	74,764.80	74,764.80
BASE	TEC. DOC. ASOC. C 3/4 T	6	112,147.20	112,147.20
BASE	TECNICO DOCENTE	149	0.00	0.00



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COLEGIO DE BACHILLERES DEL ESTADO DE OAXACA
ANALÍTICO DE PLAZAS
EJERCICIO 2015

PLAZA	PUESTO	NÚMERO DE PLAZAS	REMUNERACIONES	
			DE	HASTA
CONFIANZA	JEFE DE MATERIA	23	179,449.20	179,449.20
INTERINO	NIVEL 10	4	80,974.80	80,974.80
INTERINO	NIVEL 11	1	85,140.00	85,140.00
INTERINO	NIVEL 12	3	89,535.60	89,535.60
INTERINO	NIVEL 15	6	108,748.80	108,748.80
INTERINO	NIVEL 16	6	116,366.40	116,366.40
INTERINO	NIVEL 3	11	57,387.60	57,387.60
INTERINO	NIVEL 4	16	60,004.80	60,004.80
INTERINO	NIVEL 5	9	62,917.20	62,917.20
INTERINO	NIVEL 6	4	66,175.20	66,175.20
INTERINO	NIVEL 7	3	69,768.00	69,768.00
INTERINO	NIVEL 8	12	73,382.40	73,382.40
INTERINO	DOCENTE	43	0.00	0.00
INTERINO	PROFR. TITULAR C T. C.	1	292,665.60	292,665.60
INTERINO	TECNICO DOCENTE	7	0.00	0.00
MANDOS MEDIOS	COORDINADOR	4	310,222.80	310,222.80
MANDOS MEDIOS	DIRECTOR DE AREA	3	547,527.60	547,527.60
MANDOS MEDIOS	DIRECTOR DE PLANTEL A	38	335,181.60	335,181.60
MANDOS MEDIOS	DIRECTOR DE PLANTEL B	24	385,462.80	385,462.80
MANDOS MEDIOS	DIRECTOR DE PLANTEL C	6	443,275.20	443,275.20
MANDOS MEDIOS	DIRECTOR GRAL.DEL SIST.	1	1,035,417.60	1,035,417.60
MANDOS MEDIOS	INVEST. EDUC. CEA	13	181,814.40	181,814.40
MANDOS MEDIOS	JEFE DE DEPARTAMENTO	27	271,202.40	271,202.40
MANDOS MEDIOS	SUB-DIR DE PLANTEL B	34	283,338.00	283,338.00
MANDOS MEDIOS	SUB-DIR. DE PLANTEL C	12	325,839.60	325,839.60
MANDOS MEDIOS	SUBDIRECTOR DE AREA	6	327,574.80	327,574.80

NOTA: EL PERSONAL DOCENTE Y TECNICO DOCENTE, NO SE ENCUENTRAN CON UN IMPORTE EN EL TABULADOR, EN VIRTUD DE QUE SU SUELDO ES VARIABLE, CALCULADO EN BASE A SUS HORAS LABORABLES. ES DECIR NO PERCIBE UN SUELDO BASE.