



**Histórico del Salario Promedio de los Maestros de Educación Primaria y Secundaria  
Del 1996-2019**

| <b>Maestro de Primaria</b>  | 1996   | 1997   | 1998   | 1999   | 2000   | 2001   | 2002   | 2003    | 2004    | 2005   | 2006   | 2007   | 2008   | 2009   | 2010   | 2011   | 2012   | 2013   | 2014   | 2015   | 2016   | 2017    |
|---|--------|--------|--------|--------|--------|--------|--------|---------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| <b>Salario Promedio en DOP</b>  | 4,657  | 8,297  | 8,297  | 8,904  | 8,904  | 9,404  | 9,692  | 10,497  | 11,441  | 14,874 | 14,874 | 20,240 | 25,668 | 25,668 | 25,668 | 26,180 | 26,259 | 32,847 | 35,633 | 39,909 | 44,957 | 49,453  |
| Porcentaje de Incremento del Salario Promedio en DOP                    |        | 78.16% | 0.00%  | 7.32%  | 0.00%  | 5.62%  | 3.06%  | 8.31%   | 8.99%   | 30.01% | 0.00%  | 36.08% | 26.82% | 0.00%  | 0.00%  | 1.99%  | 0.30%  | 25.09% | 8.48%  | 12.00% | 12.65% | 10.00%  |
| <b>Tasa Promedio Cambio USD/DOP</b>                                     | 13.75  | 14.27  | 15.24  | 16.04  | 16.37  | 16.88  | 18.56  | 30.70   | 41.73   | 30.32  | 33.28  | 33.17  | 34.54  | 35.99  | 36.84  | 38.10  | 39.32  | 41.81  | 43.57  | 45.07  | 46.09  | 47.57   |
| <i>Salario Promedio Maestro de Básica en USD</i>                        | 361.85 | 581.41 | 544.35 | 555.28 | 543.79 | 557.15 | 522.32 | 341.93  | 274.16  | 490.56 | 446.96 | 610.20 | 743.13 | 713.19 | 696.72 | 687.21 | 667.84 | 785.71 | 817.92 | 885.52 | 975.40 | 1039.64 |
| Apreciación (+)/Depreciación(-) del Salario Promedio en USD             |        | 60.68% | -6.38% | 2.01%  | -2.07% | 2.46%  | -6.25% | -34.54% | -19.82% | 78.93% | -8.89% | 36.52% | 21.79% | -4.03% | -2.31% | -1.36% | -2.82% | 17.65% | 4.10%  | 8.27%  | 10.15% | 6.59%   |
| Índice Base 2010 Promedio del   | 23.81  | 25.78  | 27.03  | 28.78  | 31.00  | 33.76  | 35.52  | 45.27   | 68.57   | 71.44  | 76.85  | 81.57  | 90.25  | 91.55  | 97.35  | 105.58 | 109.49 | 114.77 | 118.22 | 119.21 | 121.13 | 125.10  |
| Inflación Promedio del Período  | 5.40%  | 8.30%  | 4.83%  | 6.47%  | 7.72%  | 8.88%  | 5.22%  | 27.45%  | 51.46%  | 4.19%  | 7.57%  | 6.14%  | 10.64% | 1.44%  | 6.33%  | 8.46%  | 3.69%  | 4.83%  | 3.00%  | 0.84%  | 1.61%  | 3.28%   |
| <b>Salario Promedio a Precio</b>  | 19,560 | 32,179 | 30,695 | 30,939 | 28,721 | 27,859 | 27,287 | 23,188  | 16,686  | 20,821 | 19,355 | 24,813 | 28,440 | 28,036 | 26,367 | 24,796 | 23,983 | 28,620 | 30,141 | 33,478 | 37,115 | 39,531  |
| Apreciación (+)/Depreciación(-) del Salario Promedio a Precio Constante |        | 64.51% | -4.61% | 0.79%  | -7.17% | -3.00% | -2.05% | -15.02% | -28.04% | 24.78% | -7.04% | 28.20% | 14.62% | -1.42% | -5.95% | -5.96% | -3.28% | 19.33% | 5.32%  | 11.07% | 10.86% | 6.51%   |

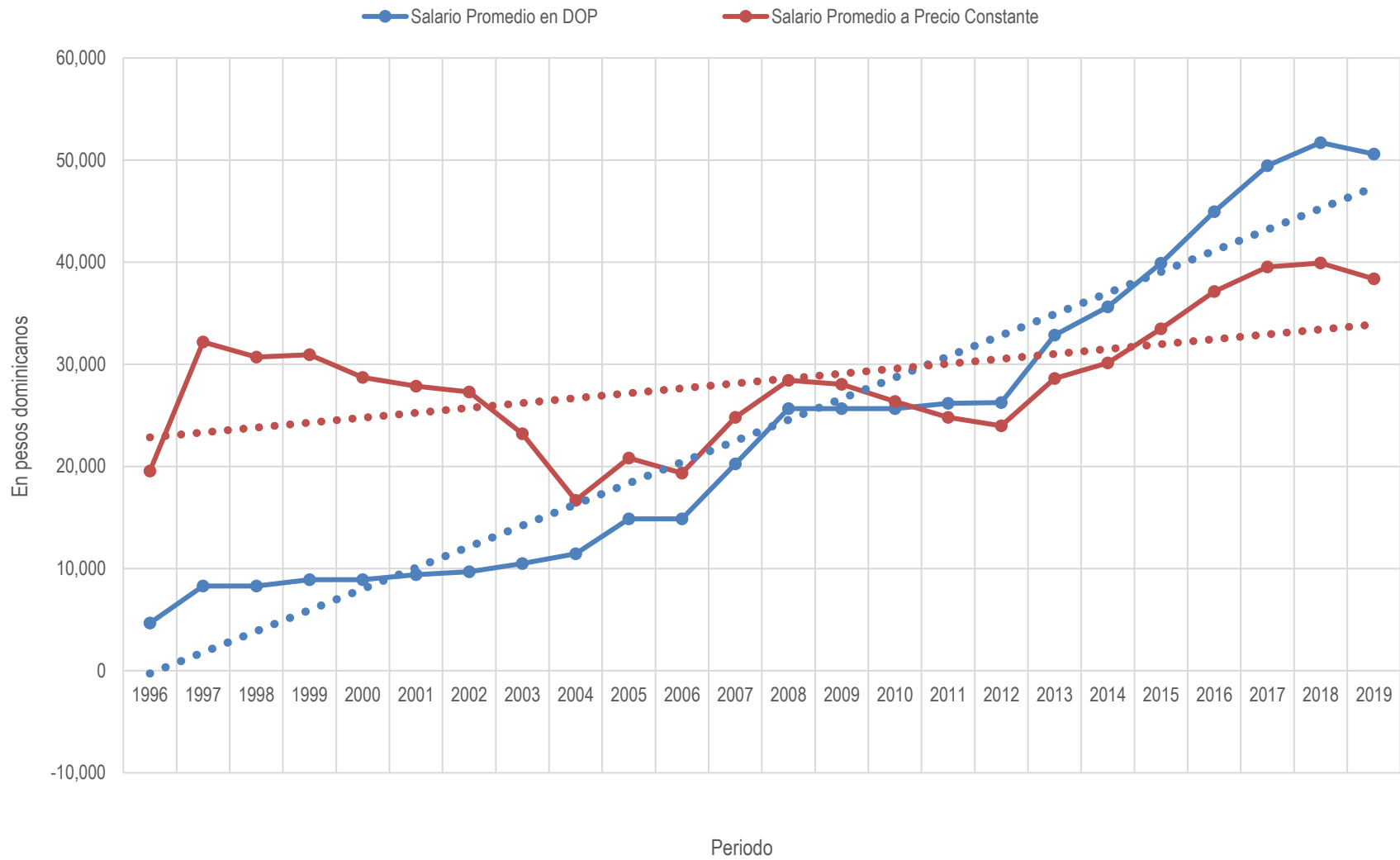
| <b>Maestro de Secundaria</b>  | 1996   | 1997   | 1998   | 1999   | 2000   | 2001   | 2002   | 2003    | 2004    | 2005   | 2006   | 2007   | 2008   | 2009   | 2010   | 2011   | 2012   | 2013   | 2014   | 2015    | 2016    | 2017    |
|---|--------|--------|--------|--------|--------|--------|--------|---------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|
| <b>Salario Promedio en DOP</b>  | 7,526  | 8,190  | 8,009  | 9,250  | 9,250  | 9,750  | 10,454 | 10,454  | 12,964  | 14,349 | 14,349 | 22,475 | 29,392 | 29,392 | 29,392 | 33,800 | 33,800 | 37,668 | 41,096 | 46,028  | 52,720  | 57,992  |
| Porcentaje de Incremento del Salario Promedio en DOP                    |        | 8.82%  | -2.21% | 15.50% | 0.00%  | 5.41%  | 7.22%  | 0.00%   | 24.01%  | 10.68% | 0.00%  | 56.63% | 30.78% | 0.00%  | 0.00%  | 15.00% | 0.00%  | 11.44% | 9.10%  | 12.00%  | 14.54%  | 10.00%  |
| <b>Tasa Promedio Cambio USD/DOP</b>                                     | 13.75  | 14.27  | 15.24  | 16.04  | 16.37  | 16.88  | 18.56  | 30.70   | 41.73   | 30.32  | 33.28  | 33.17  | 34.54  | 35.99  | 36.84  | 38.10  | 39.32  | 41.81  | 43.57  | 45.07   | 46.09   | 47.57   |
| <i>Salario Promedio Maestro de Media en USD</i>                         | 547.41 | 573.92 | 525.45 | 576.86 | 564.92 | 577.65 | 563.39 | 340.53  | 310.65  | 473.24 | 431.18 | 677.58 | 850.95 | 816.66 | 797.80 | 887.24 | 859.63 | 901.04 | 943.32 | 1021.30 | 1143.83 | 1219.16 |
| Apreciación (+)/Depreciación(-) del Salario Promedio en USD             |        | 4.84%  | -8.44% | 9.78%  | -2.07% | 2.25%  | -2.47% | -39.56% | -8.77%  | 52.34% | -8.89% | 57.14% | 25.59% | -4.03% | -2.31% | 11.21% | -3.11% | 4.82%  | 4.69%  | 8.27%   | 12.00%  | 6.59%   |
| Índice Base 2010 Promedio del   | 23.81  | 25.78  | 27.03  | 28.78  | 31.00  | 33.76  | 35.52  | 45.27   | 68.57   | 71.44  | 76.85  | 81.57  | 90.25  | 91.55  | 97.35  | 105.58 | 109.49 | 114.77 | 118.22 | 119.21  | 121.13  | 125.10  |
| Inflación Promedio del Período  | 5.40%  | 8.30%  | 4.83%  | 6.47%  | 7.72%  | 8.88%  | 5.22%  | 27.45%  | 51.46%  | 4.19%  | 7.57%  | 6.14%  | 10.64% | 1.44%  | 6.33%  | 8.46%  | 3.69%  | 4.83%  | 3.00%  | 0.84%   | 1.61%   | 3.28%   |
| <b>Salario Promedio a Precio</b>  | 31,610 | 31,764 | 29,630 | 32,141 | 29,837 | 28,884 | 29,432 | 23,093  | 18,908  | 20,086 | 18,672 | 27,553 | 32,567 | 32,104 | 30,192 | 32,014 | 30,870 | 32,820 | 34,762 | 38,611  | 43,524  | 46,357  |
| Apreciación (+)/Depreciación(-) del Salario Promedio a Precio Constante |        | 0.49%  | -6.72% | 8.48%  | -7.17% | -3.19% | 1.90%  | -21.54% | -18.12% | 6.23%  | -7.04% | 47.57% | 18.20% | -1.42% | -5.95% | 6.03%  | -3.57% | 6.32%  | 5.92%  | 11.07%  | 12.72%  | 6.51%   |

**Indicadores de valoración del Gasto Directo Total en Personal en el Ministerio de Educación  
2004-2019**

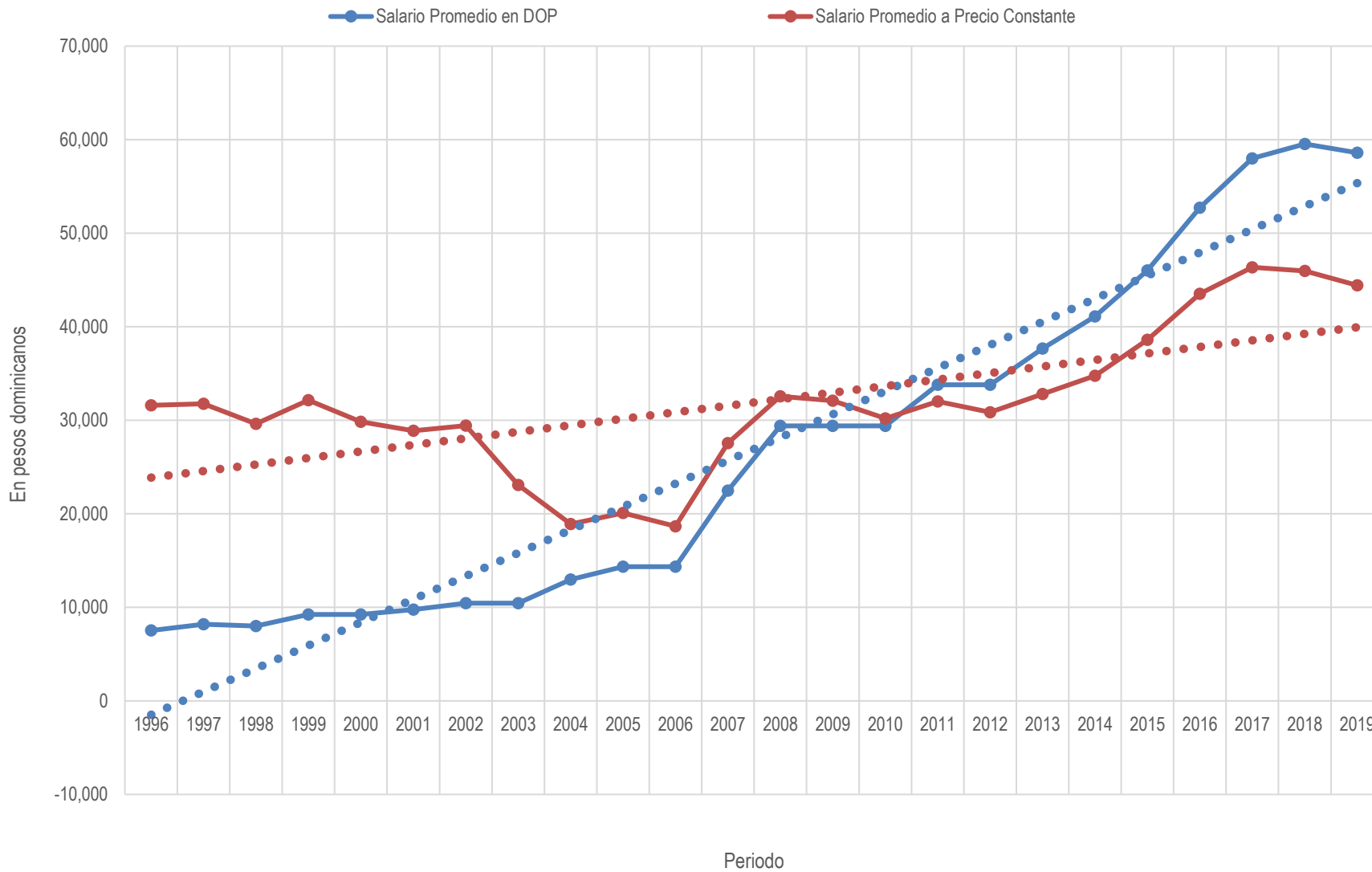
|  | 2004            | 2005            | 2006              | 2007              | 2008              | 2009              | 2010              | 2011                 | 2012              | 2013              | 2014              | 2015              | 2016              | 2017              | 2018              | 2019              |
|--|-----------------|-----------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Presupuesto Ejecutado MINERD</b>  | 11,724,658,673  | 15,352,992,539  | 17,783,366,727    | 24,110,360,724    | 27,809,335,787    | 31,364,797,030    | 35,392,321,074    | 41,535,612,369       | 51,456,052,897    | 95,691,347,727    | 105,870,312,694   | 115,865,741,686   | 127,017,336,760   | 142,249,337,113   | 152,330,966,228   | 169,237,795,233   |
| <i>Gasto Directo en Personal como % del Ejecutado</i>  | 71.82%          | 67.66%          | 65.96%            | 61.25%            | 67.20%            | 73.48%            | 69.65%            | 65.38%               | 60.30%            | 40.12%            | 45.28%            | 55.43%            | 62.41%            | 64.90%            | 72.20%            | 70.82%            |
| <b>Gasto Directo en Personal (Absoluto Ejecutado)</b>  | 8,420,810,761   | 10,387,343,469  | 11,730,043,755    | 14,767,234,241    | 18,688,119,835    | 23,047,969,978    | 24,649,409,245    | 27,154,741,699       | 31,026,104,377    | 38,390,762,562    | 47,934,429,296    | 64,228,435,930    | 79,269,659,541    | 92,321,677,286    | 109,982,330,668   | 119,861,918,673   |
| <i>Variación Porcentual</i>  | 23.35%          | 12.93%          | 25.89%            | 26.55%            | 23.33%            | 6.95%             | 10.16%            | 14.26%               | 23.74%            | 24.86%            | 33.99%            | 23.42%            | 16.47%            | 19.13%            | 8.98%             |                   |
| <i>Variación Absoluta en DOP</i>   | 1,966,532,708   | 1,342,700,286   | 3,037,190,486     | 3,920,885,594     | 4,359,850,143     | 1,601,439,268     | 2,505,332,454     | 3,871,362,678        | 7,364,658,185     | 9,543,666,734     | 16,294,006,634    | 15,041,223,610    | 13,052,017,746    | 17,660,653,381    | 9,879,588,006     |                   |
| <i>Variación Absoluta en USD</i>   | 47,123,542      | 44,283,654      | 91,266,900        | 118,207,433       | 126,225,246       | 44,496,264        | 68,003,734        | 101,621,761          | 187,303,422       | 219,065,284       | 361,541,101       | 326,339,665       | 274,392,283       | 356,457,544       | 192,442,762       |                   |
| <i>Variación Absoluta en DOP a Precio Constante</i>  | 65,963,963      | 57,624,845      | 111,888,628       | 130,974,615       | 137,870,108       | 45,707,966        | 64,409,674        | 92,813,737           | 163,198,939       | 185,303,066       | 303,280,850       | 269,414,604       | 219,338,356       | 275,127,548       | 145,893,128       |                   |
| <b>Gasto Directo en Personal como % del PIB</b>  | 1.08%           | 1.34%           | 1.15%             | 1.11%             | 1.21%             | 1.34%             | 1.31%             | 1.22%                | 1.30%             | 1.60%             | 1.72%             | 2.09%             | 2.40%             | 2.55%             | 2.60%             | 2.75%             |
| <b>Aumento Absoluto del Gasto Directo de Personal en el periodo como % del Gasto Total de Personal</b> |                 | 18.93%          | 11.45%            | 20.57%            | 20.98%            | 18.92%            | 6.50%             | 9.23%                | 12.48%            | 19.18%            | 19.91%            | 25.37%            | 18.97%            | 14.14%            | 16.06%            | 8.24%             |
| <i>Participación del Gasto Corriente en el Total del Presupuesto</i>                                   | 96.12%          | 95.69%          | 92.61%            | 85.80%            | 84.38%            | 89.71%            | 89.61%            | 81.65%               | 77.73%            | 64.23%            | 80.71%            | 79.51%            | 86.95%            | 88.22%            | 92.19%            | 90.94%            |
| <i>PIB Corriente en DOP</i>  | 777,187,546,430 | 777,187,546,430 | 1,018,564,760,000 | 1,327,087,525,000 | 1,550,000,000,000 | 1,722,745,900,000 | 1,875,514,000,000 | 2,233,097,446,720,43 | 2,382,224,671,157 | 2,392,283,693,165 | 2,786,229,703,802 | 3,068,138,700,000 | 3,298,427,000,000 | 3,620,230,800,000 | 4,235,846,800,000 | 4,363,502,000,000 |
| <b>Participación del Gasto de Capital y/o Inversión en el Total del Presupuesto</b>                    | 3.88%           | 4.31%           | 7.39%             | 14.20%            | 15.62%            | 10.29%            | 10.39%            | 18.35%               | 22.27%            | 35.77%            | 19.29%            | 20.49%            | 13.05%            | 11.78%            | 7.81%             | 9.06%             |
| <i>Gasto Corriente Total en Pesos</i>  | 11,269,269,244  | 14,691,373,859  | 16,469,203,226    | 20,685,829,200    | 23,465,081,356    | 28,136,778,067    | 31,714,200,152    | 33,913,827,614       | 39,996,789,917    | 61,463,464,793    | 85,446,945,768    | 92,121,128,554    | 110,442,212,778   | 125,497,973,792   | 140,430,563,475   | 153,908,634,353   |
| <b>Gasto Directo en Personal como % del Gasto Corriente Total</b>                                      | 74.72%          | 70.70%          | 71.22%            | 71.39%            | 79.64%            | 81.91%            | 77.72%            | 80.07%               | 77.57%            | 62.46%            | 56.10%            | 69.72%            | 71.77%            | 73.56%            | 78.32%            | 77.88%            |

| INDICADORES FINANCIEROS DE GESTIÓN DE PERSONAL POR FRECUENCIA MENSUAL PROMEDIO 2012-2019 [En pesos dominicanos corrientes] |                                       |   |  |  |   |  |   |   |   |
|--|---------------------------------------|---|--|--|---|--|---|---|---|
|  | Numero de Personas MINERD             | Variación Absoluta Numero de Personas   | Gasto en Sueldo Base Mensual           | Variación Absoluta Gasto Sueldo Base Mensual | Gasto en Sueldo Base e Incentivos Mensual | Variación Absoluta Gasto Sueldo Base e Incentivos Mensual  | Total Gasto en Incentivos Mensual                             | Variación Absoluta Gasto en Incentivos Mensual                              | Costo Mensual Promedio por Personas           |
| 2012   | 116,937                               | -                                       | 1,508,574,465                          | -  | 1,945,437,243                             |  | 436,862,778   |   | 16,637  |
| 2013   | 123,442                               | 6,505                                   | 2,238,918,953                          | 730,344,488                                  | 2,681,160,757                             | <b>735,723,514</b>   | 442,241,804   | 5,379,026   | 21,720  |
| 2014   | 156,293                               | <b>32,851</b>                           | 3,037,666,705                          | 798,747,752                                  | 3,539,489,838                             | <b>858,329,081</b>   | 501,823,133   | 59,581,329  | 22,647  |
| 2015   | 176,798                               | <b>20,505</b>                           | 3,904,947,245                          | 867,280,540                                  | 4,473,785,163                             | <b>934,295,325</b>   | 568,837,918   | 67,014,785  | 25,305  |
| 2016   | 181,806                               | 5,008                                   | 4,521,838,979                          | 616,891,734                                  | 5,166,963,755                             | <b>693,178,592</b>   | 645,124,776   | 76,286,858  | 28,420  |
| 2017   | 187,044                               | <b>5,238</b>                            | 4,988,416,016                          | 466,577,037                                  | 5,629,877,564                             | <b>462,913,809</b>   | 641,461,548   | <b>-3,663,228</b>   | 30,099  |
| 2018   | 193,890                               | <b>6,846</b>                            | 5,265,323,753                          | 276,907,737                                  | 6,456,221,406                             | <b>826,343,842</b>   | 1,190,897,653   | 549,436,105   | 33,298  |
| 2019   | 201,959                               | 8,069                                   | 6,929,129,981                          | 1,663,806,228                                | 8,089,127,025                             | <b>1,632,905,619</b>                                       | 1,159,997,044   | <b>-30,900,609</b>  | 40,053  |
|  | Variación Relativa Numero de Personas | Variación Relativa Gasto en Sueldo Base | Elasticidad Personas/Gasto Sueldo Base | Incentivos como % del Sueldo Base            | Costo Total Nuevas Contrataciones Mensual | Costo Total por Ajustes en el Salario e Incentivos Mensual | Participación en el Costo Total Mensual Nuevas Contrataciones | Participación en el Costo Total Mensual Ajustes a Salario Base e Incentivos | Variación Relativa Costo por Persona Promedio |
| 2013   | 5.56%                                 | 48.41%                                  | 0.11                                   | 19.75%                                       | 141,288,627                               | 594,434,887  | 19.20%  | 80.80%  | 30.56%  |
| 2014   | 26.61%                                | 35.68%                                  | <b>0.75</b>                            | 16.52%                                       | 743,960,258                               | 114,368,823  | <b>86.68%</b>   | 13.32%  | 4.27%   |
| 2015   | 13.12%                                | 28.55%                                  | <b>0.46</b>                            | 14.57%                                       | 518,868,792                               | 415,426,533  | <b>55.54%</b>   | 44.46%  | 11.74%  |
| 2016   | 2.83%                                 | 15.80%                                  | 0.18                                   | 14.27%                                       | 142,328,386                               | 550,850,206  | 20.53%  | 79.47%  | 12.31%  |
| 2017   | 2.88%                                 | 10.32%                                  | <b>0.28</b>                            | 12.86%                                       | 157,659,688                               | 305,254,121  | <b>34.06%</b>   | 65.94%  | 5.91%   |
| 2018   | 3.66%                                 | 5.55%                                   | <b>0.66</b>                            | 22.62%                                       | 227,960,657                               | 598,383,185  | <b>27.59%</b>   | 72.41%  | 10.63%  |
| 2019   | 4.16%                                 | 31.60%                                  | 0.13                                   | 16.74%                                       | 323,190,182                               | 1,309,715,437  | 19.79%  | 80.21%  | 20.29%  |

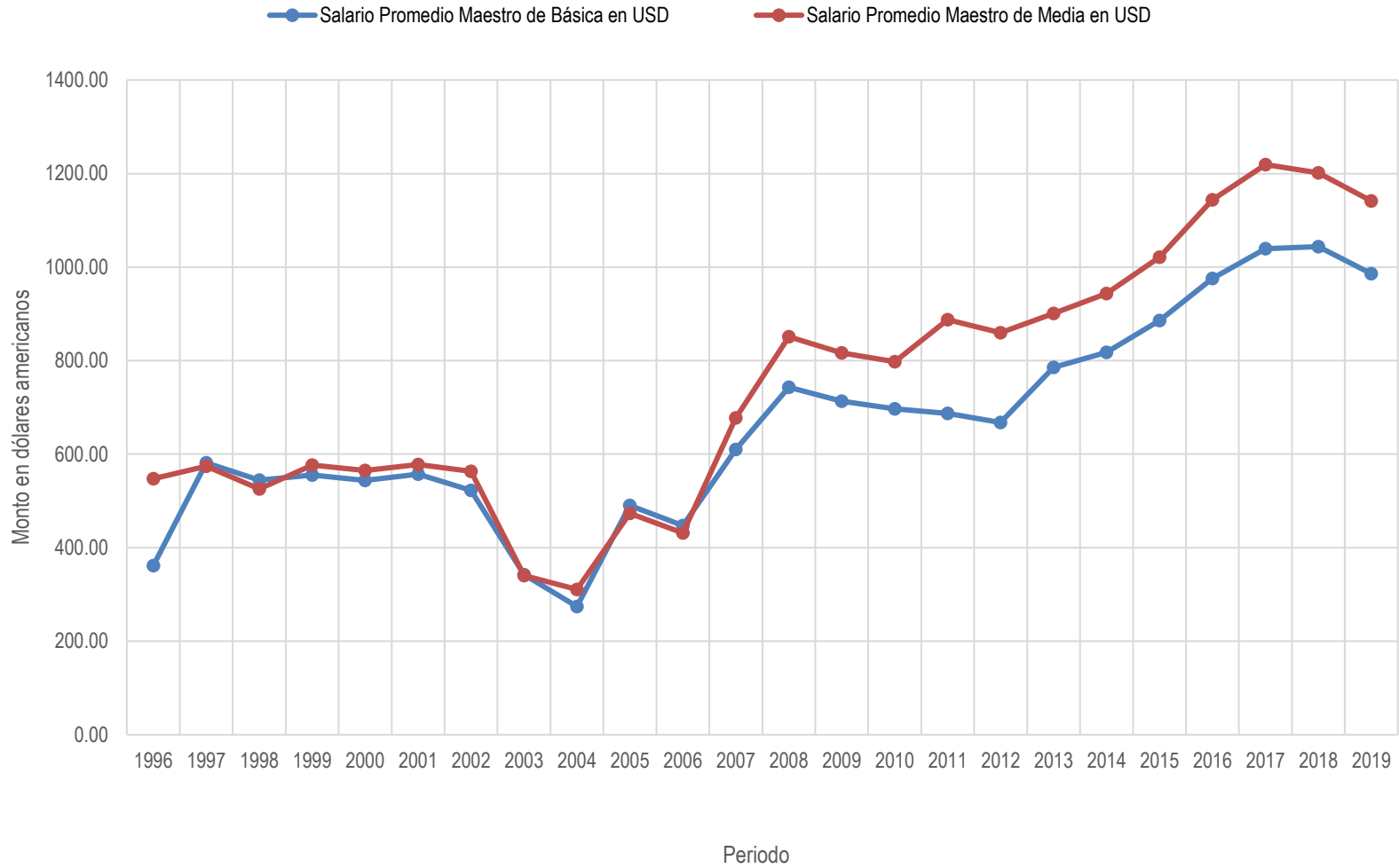
## Evolución del Salario Promedio Maestro de Básica A Precios Corrientes y Constantes 1996-2019



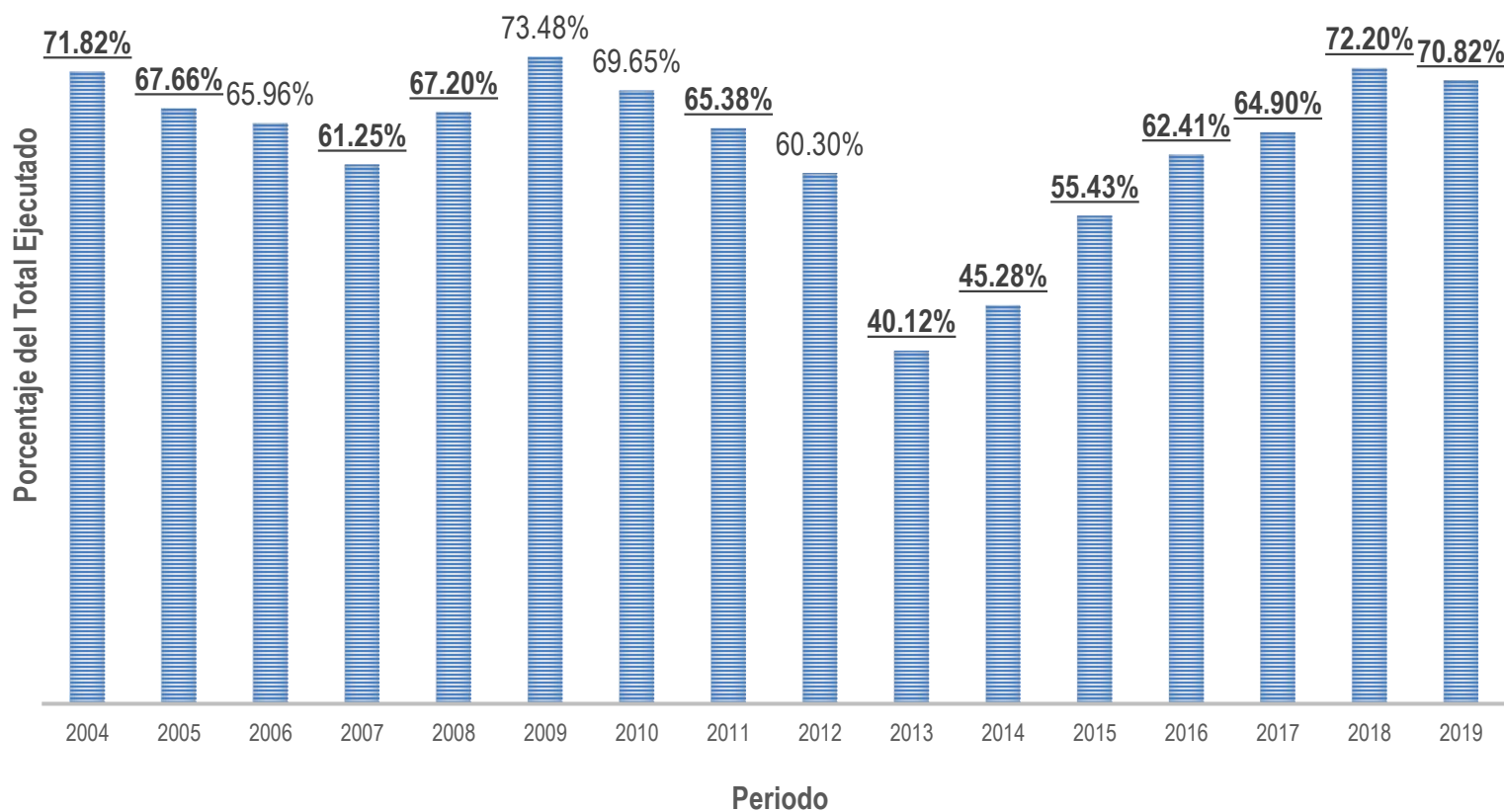
# Evolución del Salario Promedio Maestro de Media General A Precios Corrientes y Constantes 1996-2019



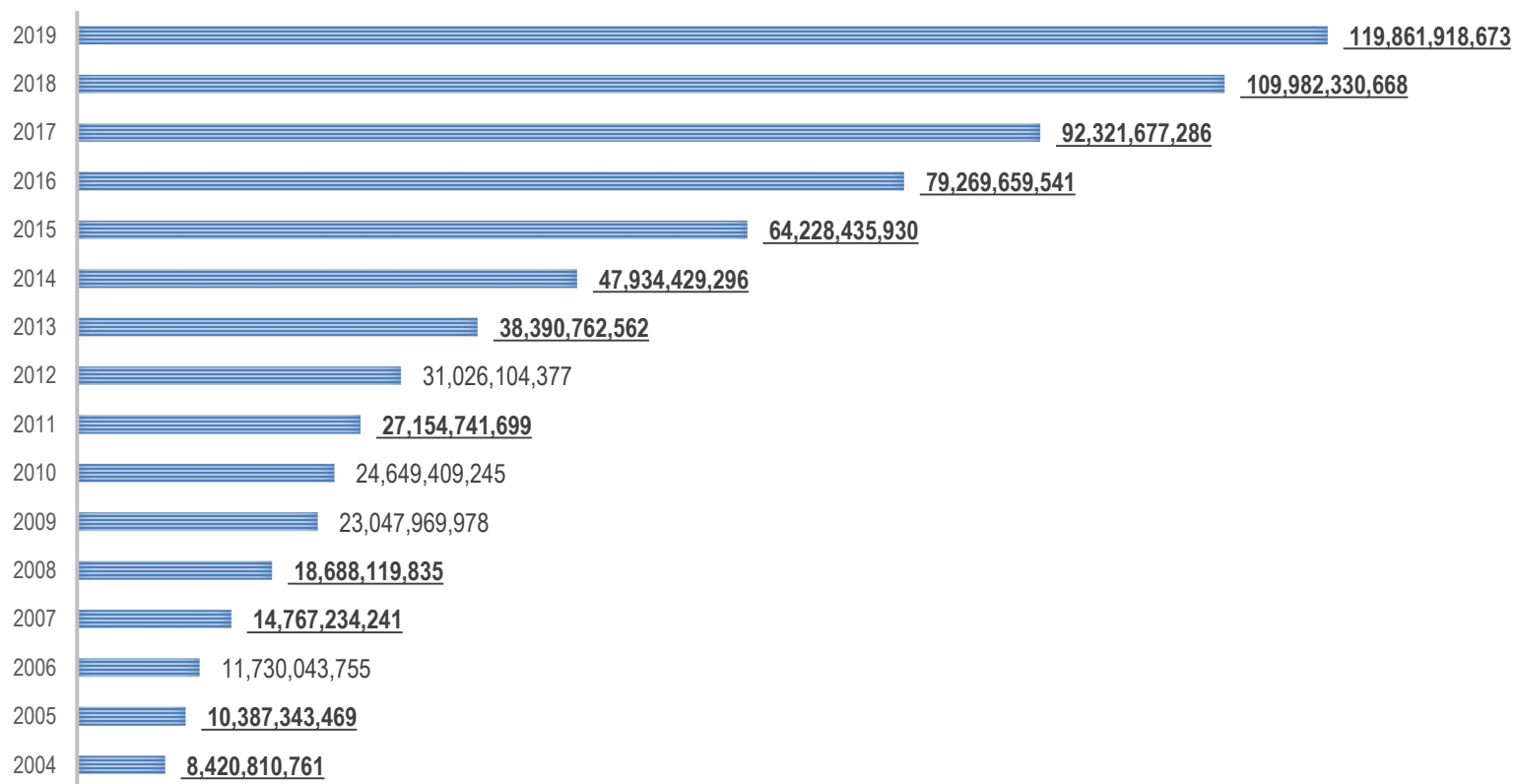
# Evolución del Salario Promedio Maestro de Básica y Media General En Dólares Americanos (USD) 1996-2019



MINISTERIO DE EDUCACIÓN  
GASTO DIRECTO EN PERSONAL TOTAL 2004-2019  
COMO PORCENTAJE DEL PRESUPUESTO TOTAL EJECUTADO  
PERIODOS EN NEGRITA DENOTAN AUMENTO EN EL SALARIO DOCENTE

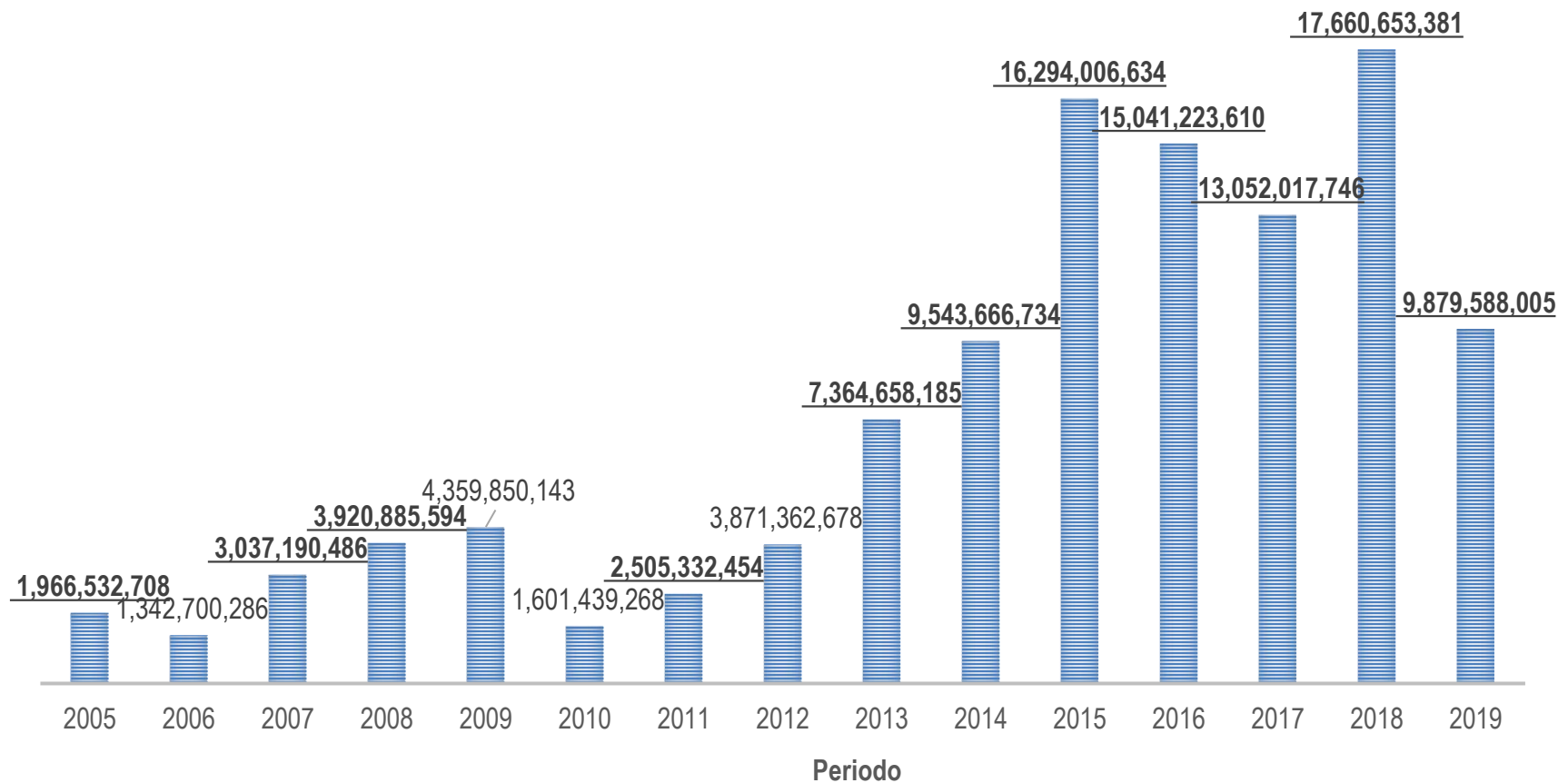


MINISTERIO DE EDUCACIÓN  
GASTO DIRECTO EN PERSONAL TOTAL 2004-2019  
PERIODOS EN NEGRITA DENOTAN AUMENTO EN EL SALARIO DOCENTE  
MONTOS EN PESOS DOMINICANOS



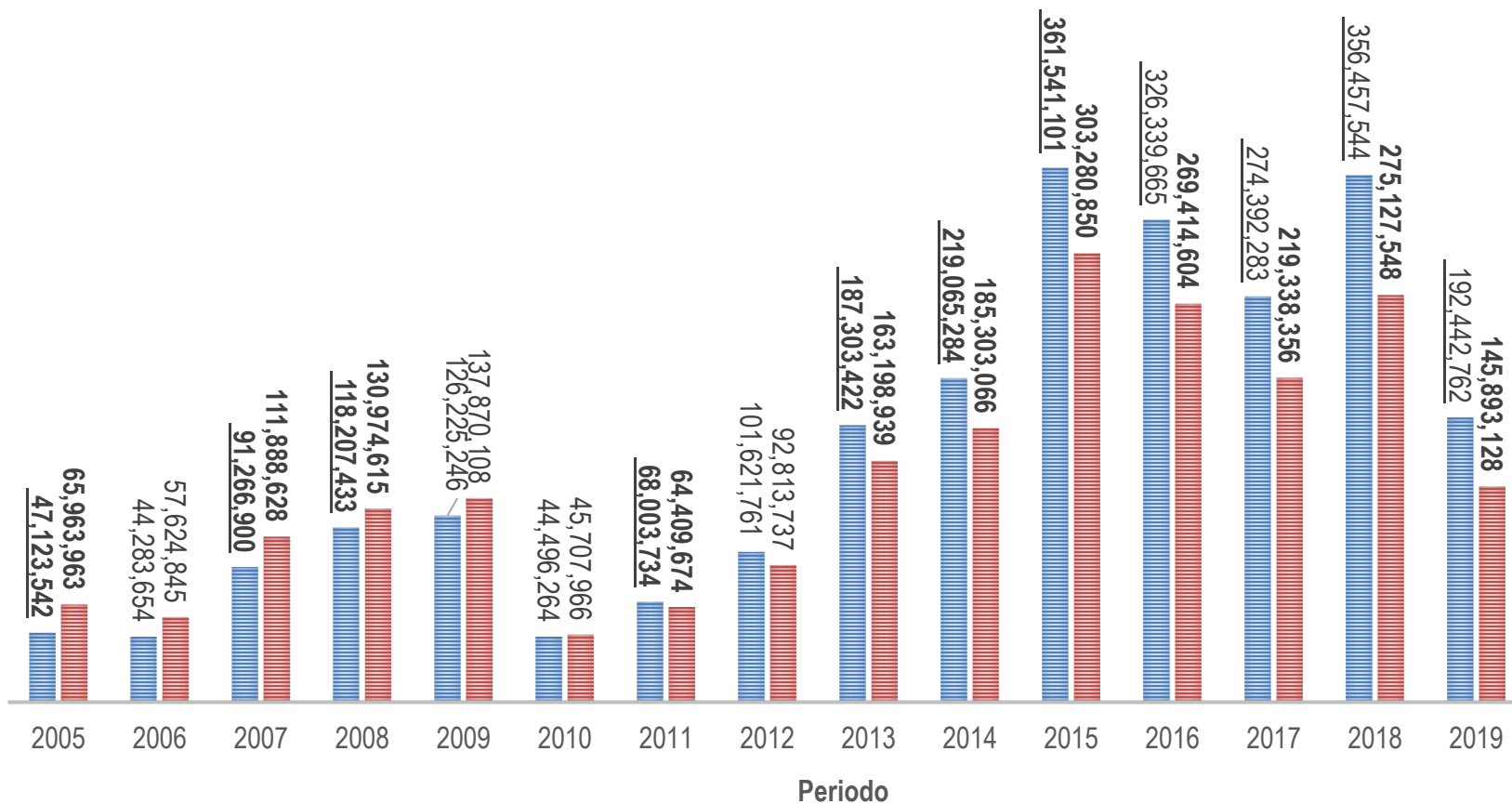


MINISTERIO DE EDUCACIÓN  
VARIACIÓN ABSOLUTA DEL GASTO DIRECTO EN PERSONAL TOTAL 2005-2019  
PERIODOS EN NEGRITA DENOTAN AUMENTO EN EL SALARIO DOCENTE  
CANTIDADES EN PESOS DOMINICANOS

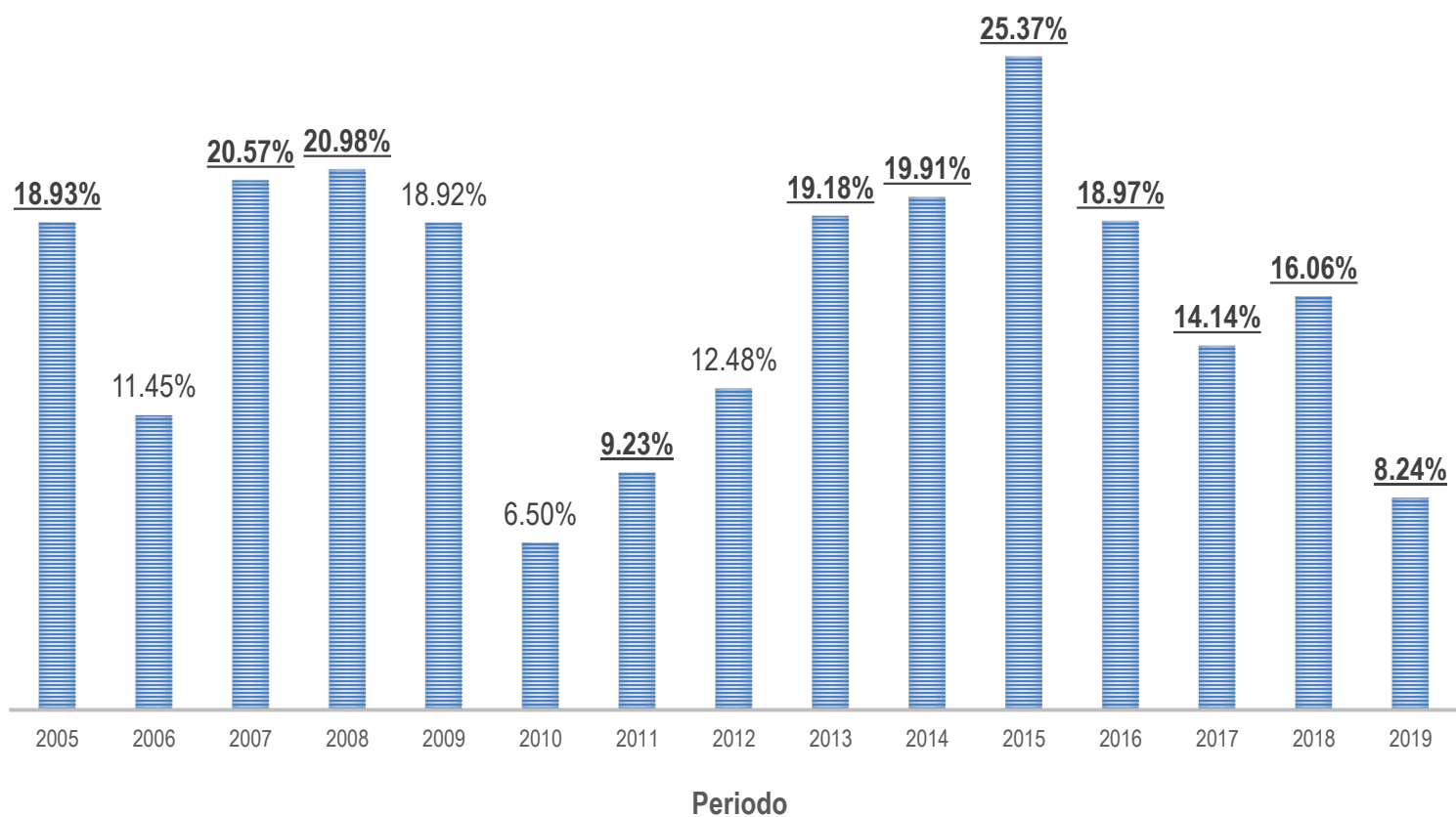


**MINISTERIO DE EDUCACION**  
**VARIACION ABSOLUTA DEL GASTO DIRECTO EN PERSONAL TOTAL 2005-2019**  
**PERIODOS EN NEGRITA DENOTAN AUMENTO EN EL SALARIO DOCENTE**  
**CANTIDADES EN DOLARES AMERICANOS**

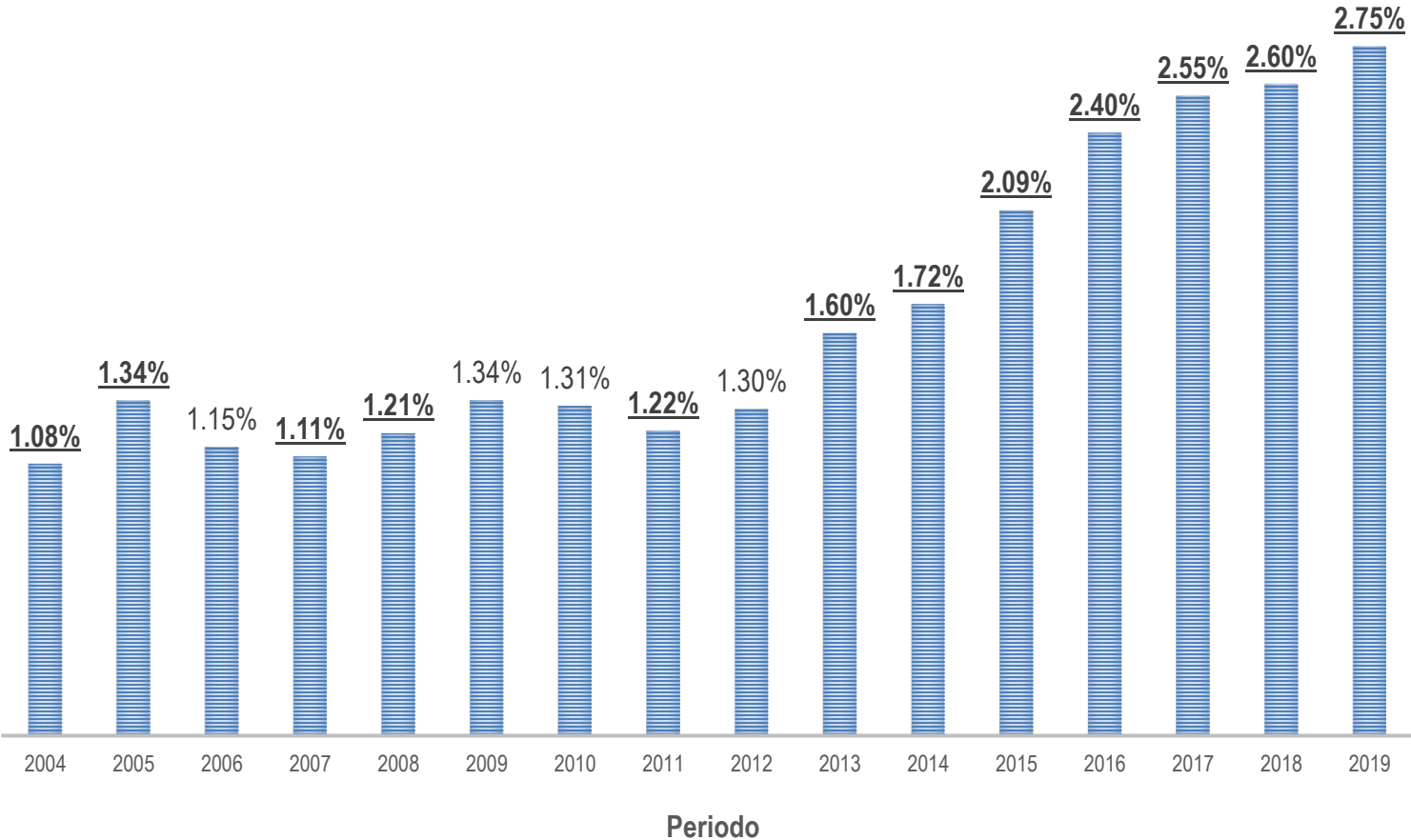
■ Variación Absoluta en USD      ■ Variación Absoluta en DOP a Precio Constante



MINISTERIO DE EDUCACIÓN  
VARIACIÓN ABSOLUTA DEL GASTO DIRECTO DE PERSONAL EN EL PERIODO  
COMO % DEL GASTO TOTAL DE PERSONAL  
PERIODOS EN NEGRITA DENOTAN AUMENTO EN EL SALARIO DOCENTE



MINISTERIO DE EDUCACIÓN  
GASTO DIRECTO DE PERSONAL EN EL PERIODO  
COMO % PRODUCTO INTERNO BRUTO  
PERIODOS EN NEGRITA DENOTAN AUMENTO EN EL SALARIO DOCENTE



**MINISTERIO DE EDUCACIÓN**  
**GASTO DIRECTO DE PERSONAL EN EL PERIODO**  
**COMO % PRODUCTO INTERNO BRUTO**  
**PERIODOS EN NEGRITA DENOTAN AUMENTO EN EL SALARIO DOCENTE**

■ Participación del Gasto Corriente en el Total del Presupuesto

■ Gasto Directo en Personal como % del Gasto Corriente Total

